

ESG



MediaTek

Sustainability Report

2021

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Message from Chairman



2021 posted both opportunities and challenges for the global semiconductor industry. Digital transformation accelerated the robust demands in various sectors, and in turn strained our industry's supply chain. With the concerted efforts of MediaTek's employees across the globe, our company reached recordhigh revenue and earnings per share (EPS) in 2021. We were ranked as the world's fourth largest fabless IC design company and the seventh largest semiconductor company, a step further from the eighth place in the previous year. MediaTek is committed in driving sustainable development alongside our quest for business performance. In regard to innovation, we are devoted to the development of cutting edge technologies, which can enhance people's lives and strengthen their connection to the world. On the talent and diversity front, we continue to collaborate with industry, government and academia in nurturing high tech talents. Moreover, we are dedicated to building a workplace that values diversity, equity, and inclusion where all employees can find a sense of belonging. For years, MediaTek has been spearheading in promoting STEM education and technology innovations, our actions include supporting talent cultivation programs of local schools at various levels, as well as encouraging innovation from the community. Finally, as a fabless IC design company, MediaTek is committed in actively supporting global initiatives on carbon reduction activation in collaboration with our suppliers to forge a sustainable green supply chain. Our mission is "Enhance and Enrich Everyone's Life". Globally, over 2

billion devices are powered by the chips designed by MediaTek every year, allowing us to realize our mission in removing the barrier of access to technology, so the public can all benefit from its advancement. As a citizen of the earth, we work diligently alongside our ecosystem partners to fulfill our corporate citizenship by realizing our vision in sustainability with technology innovation. 2022 marks the 25th anniversary of MediaTek. We started our business with less than 100 employees and over the years, we have evolved into a multinational conglomerate with over 19,000 employees locating in 36 cities worldwide. Along the way we have recruited global talents and accumulated abundant momentum, while constantly thinking of ways to improve the well-being of humanity and the sustainability of the earth through MediaTek's presence and technology. Looking towards the next 25 years and beyond, MediaTek will continue to work towards fulfilling our vision on sustainable development, and contributing to making positive impact on the economy, society and environment.

Ming-Kai Tsai

Ming-Kai Tsai
Chairman, MediaTek Group

|| About MediaTek ||

Founded in 1997, MediaTek is the 4th largest fabless IC design company headquartered in Taiwan. We supply chipset solutions across platforms including smart home, connectivity, IoT, ASIC and smart mobile devices. With "Global reach, Local presence" principle, we incorporate a global perspective and world talent pool to provide cutting edge products and services to our customers worldwide, pursuing our sustainable leadership in the industry.

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

Mission, Vision, and Sustainability Strategies



|| 2021 Global Awards & Recognitions ||

Granted the honor of "**Outstanding Asia Pacific Semiconductor Company**" by Global Semiconductor Alliance (GSA)

Selected as a constituent stock into multiple domestic and overseas sustainability indices, including **MSCI Taiwan ESG Leaders Indexes**, **FTSE4Good Emerging Indexes**, **FTSE4Good TIP Taiwan ESG Index**, **FTSE TWSE Taiwan 50 Index**, **TWSE RAFI® Taiwan High Compensation 100 Index**, **TWSE Corporate Governance 100 Index**, **TWSE RA Taiwan Employment Creation 99 Index**, and **Taiwan Environmental Sustainability 50 Index**

Placed at the 5th for large enterprise at "**Corporate Citizen Award**" of Commonwealth magazine

Granted "Taiwan Corporate Sustainability Awards (TCSA)" by Taiwan Institute for Sustainable Energy, including "**The Most Prestigious Sustainability Award - Top 10 Domestic Corporates**", "**Cybersecurity Award**", "**Platinum Award on Corporate Sustainability Report**", "**Growth through Innovation Award**", "**People Development Award**", "**Social Inclusion Award**", and "**Supply Chain Management Award**"

Granted the honor of Top 3 for both senior management team and investor relations team in "All-Asia Executive Team-Technology / Semiconductor" rankings corporate management team" evaluation by "**Institutional Investor**" magazine

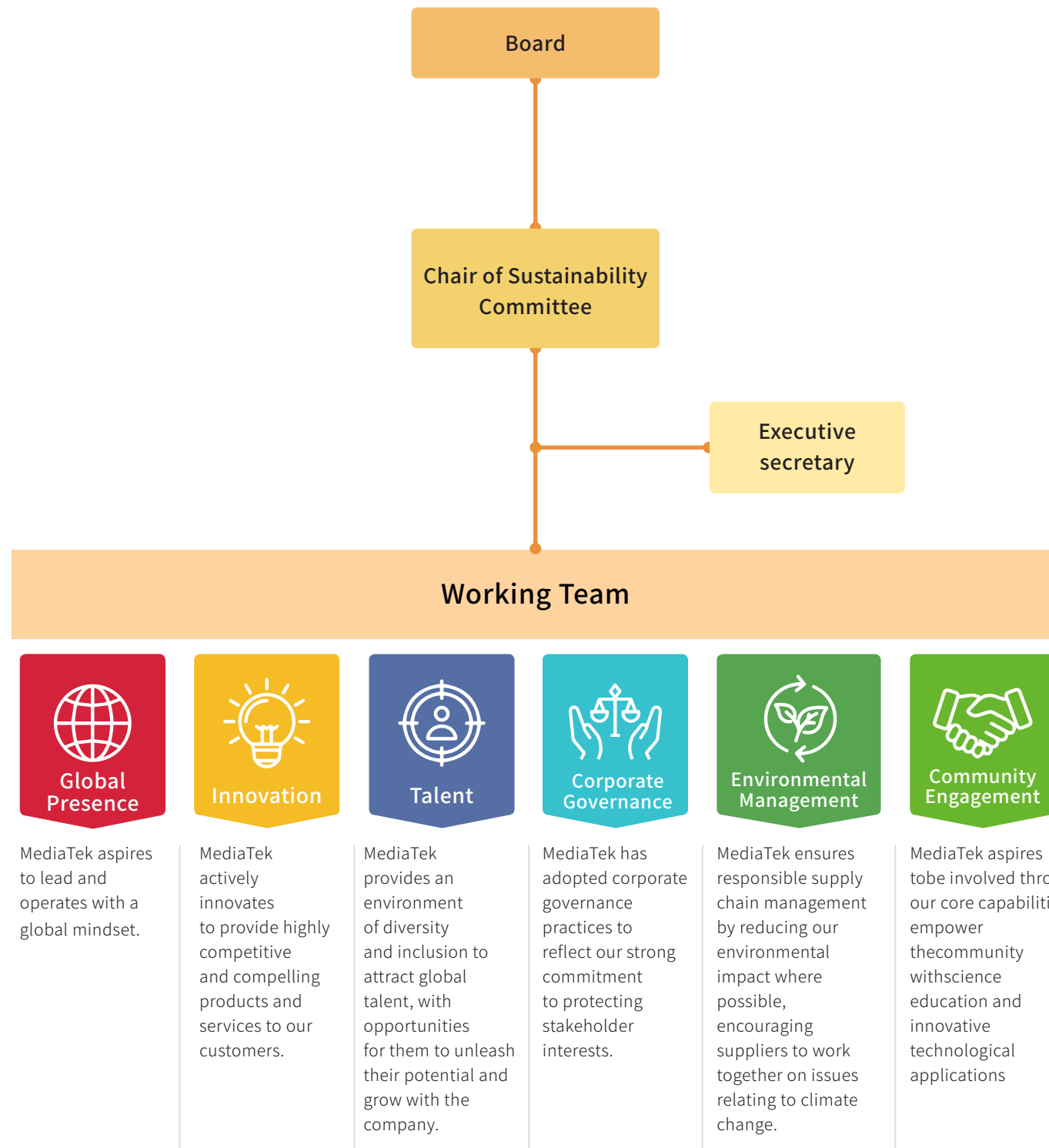
Won the "**Best Mobile SoC Brand of 2021**" award from the Indian Gadget Awards 2021

Has been acknowledged by the Ministry of Economic Affairs as one of the "**Best Taiwan Global Brands**" for 7 consecutive years

MediaTek received "**IoT Semiconductor Company of the Year**" award at the 9th Annual Compass Intelligence Awards in IoT, Mobile, and Emerging Tech; also MT9638 won "**Artificial Intelligence: Chipset**" award

Received "**Leading Global Fabless Semiconductor Company of 2021**" award from 8th Mobility Conclave & Mobility Excellence Awards 2021; MediaTek Dimensity 1200 5G Open Resource Architecture also won "**Best Mobile 5G Chip of 2021**" award

Sustainability Committee: Organization, Strategy, and Scope



Sustainability issues covered					
<ul style="list-style-type: none"> Technology inclusivity Brand value Customer satisfaction Economic performance 	<ul style="list-style-type: none"> Product innovation R&D Quality management of product and services 	<ul style="list-style-type: none"> Compensation and benefits Diverse and Inclusive workplace Human rights of employees Employee development 	<ul style="list-style-type: none"> Corporate governance Legal compliance Full and transparent information disclosure 	<ul style="list-style-type: none"> Environmental policies Sustainable management of supply chains Energy and climate change 	<ul style="list-style-type: none"> Social welfare activities Social development Social influence



Message from Our Sustainability Committee Chairperson

In 2021, MediaTek continued to demonstrate remarkable performances not only in business but also on corporate governance, environment, society, and innovative value, all amid the pandemic and turbulences in politics and economy. The key concept of our sustainable development strategy is "global reach, local presence" and from there we have developed six focuses, including global presence, innovation, talent, corporate governance, environmental management, and community engagement. We endeavor to become a sustainable business bringing positive impact as we all move towards making the world a better place for the humankind.

Environmentally Friendly Operation

As a fabless IC design company of technology innovation and high knowledge intensity, MediaTek has aspired to become a green innovator, and we constantly think of ways to reduce energy consumption of consumer electronic products with our IC design. In 2021, the energy consumption for the chips we designed dropped 23% on average in comparison to the previous year; translating to a saved power sufficient for consumption by 170,000 households a year. In line with the government's green power policy and COP26 carbon-reduction goal, the company has completed commissioned verification of ISO 14064 greenhouse-gas emission and ISO 50001 energy management certification, we have also led our supply-chain partners to attain the goal of 2% reduction of carbon intensity for two consecutive years.

Grow and Prosper with Our People & Community

MediaTek is one of the leading companies in the global IC design industry. Our talented employees came from around the globe, and we are dedicated to foster a workplace culture that values diversity, equity, and inclusion. One example is that our female employees in the R&D workforce is higher than that of female university graduates of electrical engineering majors in Taiwan. We are also committed to our employees and the communities of which we operate in; we provide better-than-law supporting and caring mechanism by offering all-rounded health care for our employees. Over the years, we have been supporting talent cultivation programs of schools at various levels, our actions included taking lead in the establishment of four major semiconductor colleges in support of government policy. In addition, we have launched STEM course development program for teachers, as well as programs funding popular science and technology projects at elementary schools, as part of our long-term effort in driving scientific and technological education and innovation. Our annual "Genius for Home" campaign have collected over 1,500 proposals for the past 5 years, continuing to encourage participants to give back to their hometowns with technology and innovation.

Sustainable Governance

Our company was ranked among top 5% in corporate governance evaluation by Taiwan Stock Exchange (TWSE) in 2021, underlining our strengthened governance structure in upholding stakeholders' rights, as well as enhancing information security mechanism. Besides, we have obtained A-grade verification for Taiwan Intellectual Property Management System (TIPS) by Ministry of Economic Affairs' Industrial Development Bureau, in acknowledgement of our dedication in IP protection. We have also put in place a supplier information security management procedure to lower the risk on supply-chain information security. Meanwhile, our Board of Directors has drawn up specific stock-dividend policy, raising regular stock-dividend payout rate to 80-85%, on top of four-year special cash-dividend plan, calling for payout of NTD\$16 extra cash dividend per share a year, so that our shareholders can benefit from the company's business achievements.

The company's effort in fulfilling corporate-citizen responsibilities won it multiple recognition in 2021, including the best performance ever in "corporate citizen award" by Commonwealth magazine and "Top 10 Taiwanese corporate sustainability paradigms award," as well as being included as constituent stock in major sustainability indices, such as MSI Taiwan ESG Leaders Index, FTSE4Good Emerging Index, and FTSE4Good TIP Taiwan ESG Index. Our incessant pursuit for sustainable operation and growth will continue to lead our company in building our core business in line with the UN SDGs (sustainable development goals), so we can continue our path as a reliable and trustworthy partner to our customers while contributing to a sustainable future for the earth and next generations.

Rick Tsai

Rick Tsai

Vice Chairman & CEO, MediaTek Inc.

Chairperson of Sustainability Committee, MediaTek Inc.

|| Sustainability Highlights ||

Global Presence



+ MediaTek aspires to lead and operates with a global mindset.

The company set three development objectives, including one that highlights the company's vision on global business operation and sustainable development: we aspire to uphold our distinctive world class position and become a well-respected and strategically relevant global semiconductor company.



| Global resource pooling for R&D and operation

By recruiting talent worldwide via organic growth as well as M&A, MediaTek has built up a workforce of several thousand for R&D and operation at 27 sites in the three continents of North America, Europe, and Asia, laying solid groundwork for MediaTek to become a world class company.

| Pursuit of product inclusion and dissemination of technology

We believe that technology can improve human life and build an effective bond with the world. We have been endeavoring to connect people from all walks of life, actively tapping emerging markets and facilitating the exploration of opportunities worldwide with our new technologies. To meet the needs of a multilingual society, for instance, our mobile-phone products for the Indian market boast of over 20 dialects. Aiming for inclusion, our camera function presents people of different ethnicities equally well with its unique algorithm and is well-received by dark-skinned users.

| Improved business performance and upgraded industrial status

In 2021, with gross margin increasing by 3 percentage points, operating income jumped 150%. MediaTek was the world's 4th largest fabless IC design company, and the 7th largest semiconductor company and hit the list of "Best Taiwan Global Brands" for the 7th year in a row and is the only semiconductor company on the list.

| Active participation in standards organizations

The company has served in key positions in working groups of various standards organizations, such as 3GPP, IEEE 802.11 standards committee, and Wi-Fi Alliance, exercising its industrial influence to contribute to the world's latest technology standards.

| Key player that drives the development of the 5G ecosystem

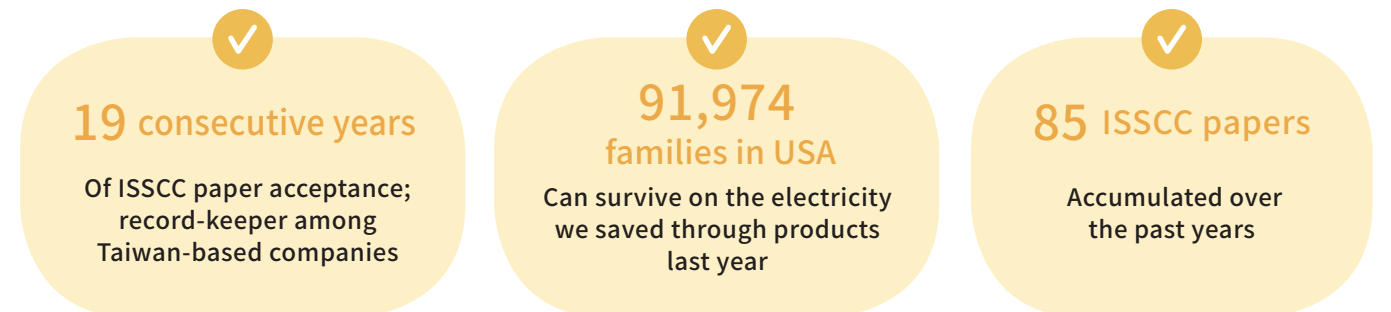
In addition to designing cutting edge products, MediaTek has joined hands with global partners, such as Ericsson, Nokia, NTT Docomo, T-Mobile, Verizon, Chunghwa Telecom, and Far EasTone Telecom, in pushing 5G forward.

Innovation



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

Of the three objectives set by the company, the first two are directly related to innovation: first, we aspire to achieve technology leadership in areas critical for business success; second, we aspire to deliver differentiated technologies, features and services, and capture the value for sustainable growth and profit. The concept of attaining sustainable growth and profit aligns with corporate sustainability development.



| R&D as driving force

The company spent 96 billion NTD on R&D in 2021, up near 24% than the previous year, underscoring its resolve in retaining technological edge.

| Within the world's leading group for cutting-edge technology

Ahead of its peers, MediaTek rolled out flagship 5G SoC Dimensity 9000, pushing mobile-platform technological renovation with innovative computing, gaming, imaging, multimedia, and communications, enabling mobile-device firms to forge differentiated flagship 5G smartphones which underscores its industrial influence on the global market

| Enabler of green innovation

MediaTek continued to launch high-performance, low energy-consumption chips, helping end products of its customers cut energy consumption by 23%, which, given the amount of chip sales, led to power saving of 667 million kWh, the equivalent of CO₂e reduction by 334,834 tons, carbon sequestration of 396,254 acres of US forests in a year, or electricity use of 91,974 average American households in one year.

| Recognition

In 2021, 2 papers from MediaTek were accepted and subsequently published by ISSCC 2021, accumulating 85 papers for 19 consecutive years.

| Accumulation of IPs

The company secured over 1,500 patents in Taiwan and abroad in 2021, the highest in the Taiwanese IC design industry, boosting the accumulated amount to over 12,000. The company also tops the Taiwanese semiconductor industry in the amount of global patents it holds in 5G communications, Wi-Fi, and HEVC.

[Note] Conversion based on the [Greenhouse Gas Equivalencies Calculator of the United States Environmental Protection Agency](#) and the electricity emission factor (0.502 kg CO₂e/kWh) published by the Taiwan Bureau of Energy.

Talent



MediaTek provides an environment of diversity and inclusion to attract global talent, with opportunities for them to unleash their potential and grow with the company.



Safeguarding employee health worldwide against the pandemic

Monitor the pandemic development across the world closely to keep tracking on response status. Meanwhile, through our pandemic command center to assure cross-site aliment and uninterrupted global operation.

Reinforcement of leadership competence and development through 360 degree feedback program

Providing managers constructive feedback collected from line manager, peers and subordinates to accelerate leadership development. Building a feedback culture contributing to archive organizational growth.

Continuous effort in creating a friendly work environment

Proactively expend AI ChatBot to enhance two-way communication and collect employees' voice, and offers a one-stop real-time service for workplace inquiry and assistant. Held regular Global Employee Survey in 2021 to better understand employees and response based on their feedback.

Improving user experience in global learning website

All employees can access corporate learning website, an one stop shop to manage and register face-to-face lectures, professional training and online course at ease.

Corporate Governance



MediaTek has adopted corporate governance practices to reflect our strong commitment to protecting stakeholder interests.



Establish Concrete Dividend Policy

To enhance corporate governance and shareholders' rights, MediaTek establishes a concrete Dividend Policy and discloses relevant information in the Annual Report.

Reinforcement of information security mechanisms

The Company has continued to take inventory of important documents and technologies, as well as reinforce the protection of key technologies and enhance the effectiveness of the company's cyber security measures and information security programs.

Enhance risk management responsibility

The Risk Management Committee submitted a risk management report to the board meeting in July 2021. The report includes various important risks that may arise from business activities and operations for integration into monitoring and management, in order for the Company to conduct assessments and formulate countermeasures, and continue to improve risk management efficiency, so as to achieve the Company's ultimate goal of sustainable development.





Environmental Management

+ We ensure responsible supply chain management by reducing our environmental impact where possible, encouraging suppliers to work together on issues relating to climate change.



Local procurement

The company's local purchase value exceeded 250 billion NTD in 2021, driving growth of local semiconductor industry.

Responsible supply chain

In line with advocacy of net zero carbon emission by UN Climate Change Conference, the company held its 3rd forum on international carbon abatement trend, corporate response measures, and green-power procurement strategy online, attended by representatives from industry, government, and academia, and invited supply chain partners to join. In 2021, MediaTek completed inventory of supply chain carbon abatement plan and auditing of carbon-abatement performance, thereby attaining the target of cutting carbon intensity by 2% a year. In addition, MediaTek has actively pushed reduction of carbon emission intensity, lowering of greenhouse-gas emission volume per product unit, and target for usage of renewable energy, which are included in the criteria for annual supplier sustainability evaluation. MediaTek has also inspect suppliers and present corporate sustainability award to suppliers to encourage them to prioritize EGS, learn from peers, and refine their action plan and project, marching towards to build a sustainable value chain hand in hand.

100% External verification for carbon reporting

MediaTek completed ISO 14064 International Standard for GHG Emissions Inventories and Verification, as well as ISO 50001 Energy Management Standard, practicing effective greenhouse-gas reporting and reduction.

Dedication to energy conservation and carbon abatement

At full capacity, our 3 energy-efficient, high-density datacenters saves 20.3 million kWh of power a year. In 2021, MediaTek's rooftop solar power system generated 194,000 kWh of power. In 2022, the company will evaluate setup of second one. In addition, series of environment-protection and low-carbon emission measures have been implemented at headquarters, including integrated MediaTek's own IoT chip products into the meeting-room system to save energy. Completed LED lighting system replacement in headquarters as well as installing electric vehicle charging stations. Schedule to install electric motor charging station in 2022.



Community Engagement



+ MediaTek aspires to be involved through our core capabilities to empower the community with science education and innovative technological applications.

The company has been dedicated to cultivation of talent in the field of science and technology as well as digital social innovation.



Talent cultivation

MediaTek has been collaborating with the academia and has supported their talent cultivation over the years. Our collaborative efforts include joint establishment of innovative research centers on campus, industry-university collaboration on specific projects, participation in academic research institutes, recruitment of talented professors from overseas, provision of scholarships for domestic and overseas doctoral students, and partnerships with at least 20 universities in Taiwan and abroad.

Call for social innovation

MediaTek held its 4th "Genius for Home: MediaTek Digital Social Innovation Competition", which received 418 innovative solutions to make communities better in Taiwan. We also supported teams from previous years in rolling out their plans.

Support for science education

Train Teachers for Programing accumulated insights from 2019 to 2020, across 9 municipalities. In 2021, MediaTek upgraded it to support teachers developing STEM* program, cultivating science and technology teachers at elementary and junior high schools, as well as subsidies for them to open science and technology courses. In addition, MediaTek has been cooperating with National Taiwan Science Education Center since 2011 subsidizing schools at remote areas in educational scientific projects, a program engaging 4,000 teachers and students, 40% of slots reserved for schools in remote and disadvantaged communities in order to narrow the urban rural divide.

Social services

MediaTek has been actively taking part in social services, including education, industrial development, humanities and more. with the number of beneficiaries exceeding 13,000 person/times in 2021.

*STEM refers to the four major fields of science, technology, engineering, and math.

|| Stakeholder Engagement ||

We continue to engage our stakeholders with our sustainability development through various channels in 2021, including daily communications under the company's operating structure and communication for issues concerned by stakeholders under the latest international trend for sustainable development which warrant the company's response in priority, based on internal and external surveys conducted over the past years.



Strategic issues and their significance for the company	Stakeholders	Corresponding material issues
<p>Innovation</p> <p>We strive to empower people from all corners of the world with digital opportunities that may enhance and enrich their lives.</p> 	<p>Customers, shareholders and investors, employees</p>	<p>Innovation and Product Accountability</p>
<p>Talent Recruitment and Retention</p> <p>Given changeful and turbulent nature of technological field and expansion of the company's operation, the company has to recruit various kinds of talents constantly, for which it has evaluate competencies in need as basis</p>	<p>Senior management and employees</p>	<p>Talent Attraction and Retention Employee Development</p>

Via review of the difference between inside and outside perception of various strategic issues, analysis of basic reasons, and formulation of corresponding improvement measures for middle- and long-term, plus continuous revision according to periodic review of progress and results, we summarize strategic topics as follows:

Strategic goals	Progress and results in 2021
<p>Corresponding measures</p> <ul style="list-style-type: none"> Provide innovative products that meet the needs of consumers <p>5G Roll out cutting-edge chipsets alongside the world's leading group</p> <p>AI Take advantage of AI edge computing, plus algorithm and software tools, to make major inroads into the realms of smart home, wearables, smartphones, ASIC, Wi-Fi 6, and IoT</p> <p>Short-term goal</p> <ul style="list-style-type: none"> Invest at least NTD50 billion in R&D a year. <p>Mid to long-term goal</p> <ul style="list-style-type: none"> Achieve technology leadership in areas critical to business success Deliver differentiated technologies, features and services and capture the value for sustainable growth and profit 	<ul style="list-style-type: none"> Invested NTD 9.6 billion in R&D Powered 2 billion end devices, enhancing and enriching everyone's life Rolled out Dimensity 9000 5G SoC, offering stable, high-speed connectivity, powerful multimedia and AI technology for flagship devices.
<p>Corresponding measures</p> <ul style="list-style-type: none"> As an industrial leader in technological expertise, the company provides a challenging and innovative environment to attract talents. Provide compensations superior to industrial average. Secure proper talents via multiple innovative recruitment channels and measures. Enrich employee experience by providing various training and development opportunities that 	<ul style="list-style-type: none"> Average yearly pay and median pay for formal non-managerial employees reached NTD 3.089 million and NTD 2.641 million, respectively in 2020, both among top three among companies listed on the central and OTC markets in Taiwan. Continuing cultivation talents in key technology areas, AI Technology program cultivating 324 specialists in 2021.

Strategic issues and their significance for the company	Stakeholders	Corresponding material issues
<p>for finding proper experts on the job market. Then, it has to provide sufficient training and instruction to newcomers, as well as a friendly and inclusive workplace which encourages innovation, so that employees can exercise their specialties and potential and grow substantially alongside the company.</p> 		
<p>Customer Relationship Management, Brand Identity and Market Perception</p> <p>We aspire to uphold our distinctive world-class position and become a well-respected and strategically relevant global semiconductor company.</p> 	<p>Customer, industry, government, academia, research institutes, general public, media</p>	<p>Customer Relationship Management</p> <p>Brand Identity and Market Perception</p>


Strategic goals	Progress and results in 2021
<p>meet the needs of the individual and organization, a fair, reasonable, and sustainable compensation mechanism, a diverse and inclusive workplace conducive to exercise of professional capabilities, a healthy workplace conducive to employee's physical and mental health, and flexible benefit programs.</p> <p>Short-term goal</p> <ul style="list-style-type: none"> Maintain talent pool meeting the company's current need, in terms of quantity and quality, to uphold the company's competitive advantage in the industry. <p>Mid to long-term goal</p> <ul style="list-style-type: none"> Satisfy the company's future demand for talent by continuing to invest in talent recruitment and development and provide competitive compensation and benefit packages. 	<p>[Note] Non-managerial full-time employees here are defined as all full-time employees excluding Board members and the management team.</p>
<p>Customer Relationship Management</p> <p>Corresponding measures</p> <ul style="list-style-type: none"> In addition to regular management review on the basis of sales forecast and number of new cases, the company has been striving to have better understanding of customers, including their organizational structure, focus of concern, and working style, so as to win their favorable impression. <p>Short-term goal</p> <ul style="list-style-type: none"> Sustain growth in sales, close the gap between fab capacity and quantity of order, and thereby increase customer satisfaction and market share <p>Mid to long-term goal</p> <ul style="list-style-type: none"> Tap new markets and extend our customer base through new businesses <p>Brand image on market</p> <p>Corresponding measures</p> <ul style="list-style-type: none"> Review and adjust focal points of marketing plan for the year, raise exposure and precision of online message of product event planning, and intensify execution of focal fields of projects, according to external opinions. <p>Short-term goal</p> <ul style="list-style-type: none"> Increase brand value by 10% and boost corporate image. <p>Mid to long-term goal</p> <ul style="list-style-type: none"> Increase brand value by 30% and boost corporate image. 	<ul style="list-style-type: none"> Learned about customer satisfaction levels via customer visits, new cases, and Q&A Leveraged localized customer service and video conferences in response to travel restrictions imposed worldwide amid COVID-19 Honored as one of Interbrand's "Best Taiwan Global Brands" for 7 years in a row. Brand value increased to USD 594 million, up 42% from USD 418 million, attaining 110% of the 2020 short-term goal.

Strategic issues and their significance for the company	Stakeholders	Corresponding material issues
<p>Corporate Governance, Risk Management, and Economic Performance</p> <p>MediaTek endeavors to achieve worldwide legal compliance and social responsibility, and manage risk from business environment, aiming to fulfill economic performance and build a solid foundation for sustainable development.</p>  	<p>Investors, employees, industry, the governments, academia, research institutes, and the media</p>	<p>Corporate Governance and Compliance Risk Management Economic Performance</p>
<p>Community Engagement</p> <p>Community engagement is one of the primary focuses of interest to many of our external stakeholders, as we have made relatively little communication on the topic and have focused our support on less</p>	<p>Industry, government, academia, research institutes, general public</p>	<p>Social Welfare Activities</p>

Strategic goals	Progress and results in 2021
<p>Corporate governance</p> <p>Corresponding measures</p> <ul style="list-style-type: none"> Enhance corporate governance with the establishment and functioning of the "Board Diversity Policy," the Merger and Acquisition (M&A) Strategy Committee, and the Risk Management Committee <p>Short-term goal</p> <ul style="list-style-type: none"> Enforce compliance to prevent material violation of law. Maintain in Tier-1 ranking (top 5%) of listed companies in the Corporate Governance Evaluation Include external evaluation into the overall performance evaluation of the Board of Directors <p>Mid to long-term goal</p> <ul style="list-style-type: none"> Enhance overall Board function by responding robustly to corporate governance practices recommended by government agencies and institutions <p>Risk Management</p> <p>Short-term goal</p> <ul style="list-style-type: none"> Reinforce organizational structure for risk-management and establish a complete risk-management policy <p>Mid to long-term goal</p> <ul style="list-style-type: none"> Define key risk indicators and employ uniform risk-quantification standards, so as to enhance the company's crisis response capability and establish a risk alert mechanism <p>Economic performance</p> <p>Corresponding measures</p> <ul style="list-style-type: none"> Invest in critical technologies, explore market opportunities, and establish response mechanisms based on market intelligence and politico-economic context <p>Short-term goal</p> <ul style="list-style-type: none"> Establish a comprehensive, competitive product portfolio to serve customers and maintain technology leadership <p>Mid to long-term goal</p> <ul style="list-style-type: none"> Deliver values through products to maintain good profit margins for shareholders 	<ul style="list-style-type: none"> Stayed in top 5% among listed companies in the 2021 Corporate Governance Evaluation. Awarded the Taiwan Intellectual Property Management System Level A Certificate by the Industrial Development Bureau of the Ministry of Economic Affairs Established specific and clear Dividend Policy to enhance governance shareholders' equity. (see 1.6.2, Annual Report p.54) Revenue grew 53.2% in 2021, when operating income soared 150% and consolidated gross margin increased by three percentage points.
<p>Corresponding measures</p> <ul style="list-style-type: none"> Hold "Genius for Home: MediaTek Digital Social Innovation Competition" foster programming education, engage in industry university collaborative program, and provide long-term support for artistic, cultural, and educational activities 	<ul style="list-style-type: none"> Invested over NTD 49.83 million in community projects in 2021 Accumulated 6,347 participants, 1,556 proposals over 22 cities and counties with "Genius for Home" over 4 years; wherein participants contributed ideas to make

Strategic issues and their significance for the company	Stakeholders	Corresponding material issues
<p>publicly known areas like advanced science / tech education and research. In response, we have increased communication and invited a wider group of people in recent years to join us in creating value for the society.</p> 		
<p>Multi-Channel Communication</p> <p>Establish real-time two-way communication channel, transmitting corporate information to employees rapidly and correctly, on one hand, and listening and responding to employees' opinions, on the other. The result is a sustainable solid labor-management relationship. Provision of multiple innovative communication channels and environment is conducive to enhancement of employee satisfaction. In order to foster a positive business environment, we have reinforced our external communication to establish corporate reputation, enhance brand awareness and trust, and create win-win situations with external parties.</p> 	<p>Employee, industry, government, academia, media</p>	<p>Multi-Channel Communication</p>

Strategic goals	Progress and results in 2021
<p>Short-term goal</p> <ul style="list-style-type: none"> Hold social innovation competition, soliciting ideas and proposals, while strengthening external communication <p>Mid to long-term goal</p> <ul style="list-style-type: none"> Encourage implementation of projects, track results, and enhance public understanding of MediaTek's effort in joint value creation 	<p>their hometowns better in various aspects, economy, citizen involvement, environmental protection, healthcare, education, cultural preservation, information technology, etc.</p> <ul style="list-style-type: none"> Supported 15 teams in carrying on with their projects over the past 3 years.
<p>Internal Communication</p> <p>Corresponding measures</p> <ul style="list-style-type: none"> Deliver Global Communication Guideline and advocate 5C model, to ensure effective cross-border, cross-language team communication via online and offline channels, to boost mutual understanding between company and employees, plus holding of periodic employee surveys and making response and improvement regarding survey results. <p>Short-term goal</p> <ul style="list-style-type: none"> Implement global communication guidelines jointly and disseminate corporate goal and policy effectively, while understanding and responding to employees' ideas and suggestions timely, via multiple-channel communication. <p>Long-term goal</p> <ul style="list-style-type: none"> Conduct periodic employee survey and form task force to draft and implement improvement plan, as a response to survey result, so as to enhance employee satisfaction, in addition to conducting online and offline communication continuously, to push attainment of corporate goals. <p>External Communication</p> <p>Corresponding measures</p> <ul style="list-style-type: none"> Establish effective two-way communication channels to remove barriers for corporate operation and improve external business environment. Take part in policy-making to enhance business performance Based on results of the Perception Survey, determine topics of communication, convey corporate brand messages, maintain media relations, proactively participate in public affairs, and actively handle crises and risks. 	<ul style="list-style-type: none"> Held manager communication meetings and labor meetings quarterly. Expanded services of AI interactive platform, enabling employees to access human resources, legal and IP related information anytime. Conducted Global Employee Survey, attended by over 13,200 employees, with response rate reaching 92%, higher than average of the global hi-tech industry. Roll out 360° feedback along with Leadership Competence Program for managers worldwide, participation rate for global employees reaching 85%. Communicated and worked with the industry, governments, academia and research institutes to establish mutual trust. Communicated with the public through media brand vision, product and service information and corporate news.

Strategic issues and their significance for the company	Stakeholders	Corresponding material issues
<p>Product Accountability and Carbon Abatement</p> <p>As a fabless company, the office space is the area where we have full control. Beyond office buildings, however, we also work on energy saving of our products in use and in the manufacturing process.</p> 	<p>Consumers</p>	<p>Innovation and Product Accountability Supply Chain Management</p>

Strategic goals	Progress and results in 2021
<p>Short-term goal</p> <ul style="list-style-type: none"> Boost corporate brand awareness. <p>Mid to long-term goal</p> <ul style="list-style-type: none"> Increase preference for and trust in the company. 	
<p>Short-term goals</p> <ul style="list-style-type: none"> Enhance energy efficiency in products Induce supply-chain partners to reduce carbon intensity by 2% a year and increase the proportion of renewable energy consumption <p>Mid to long-term goal</p> <ul style="list-style-type: none"> Support domestic and international advocacy of environmental protection and carbon abatement and encourage suppliers to do the same Conduct inventory of supply-chain greenhouse-gas emission Conduct supply chain audits 	<ul style="list-style-type: none"> Reduced 23% energy consumption of main products (cf. 2020), equivalent to 334,834 tons less CO₂e Reduced 23% size of products, equivalent to 167 tons less waste Reached 2% annual carbon intensity reduction supplier target for 2 consecutive years Requested ISO 14064-1 of key suppliers with a completion rate of 71% Completed climate-risk assessment of key suppliers Generated approx. 194,000 kWh of power in 2021 with the current rooftop solar power system, reducing 97 metric tons of CO₂; evaluation of a second one is scheduled to be conducted in 2022 Completed ISO 14064-1 and ISO 50001 external verification

Identify stakeholders

Via assessment of the connection and extent of influence between various stakeholders and MediaTek according to the five principles of AA 1000 Stakeholder Engagement Standard (SES), namely dependency, responsibility, influence, diverse perspective, and tension, the company has identified six major stakeholders as communication targets: customer, industry/government/academic/research body, employees, shareholders and investors, suppliers, and social public/media.

Table 1 shows material communication issues and communication status of MediaTek with stakeholders:

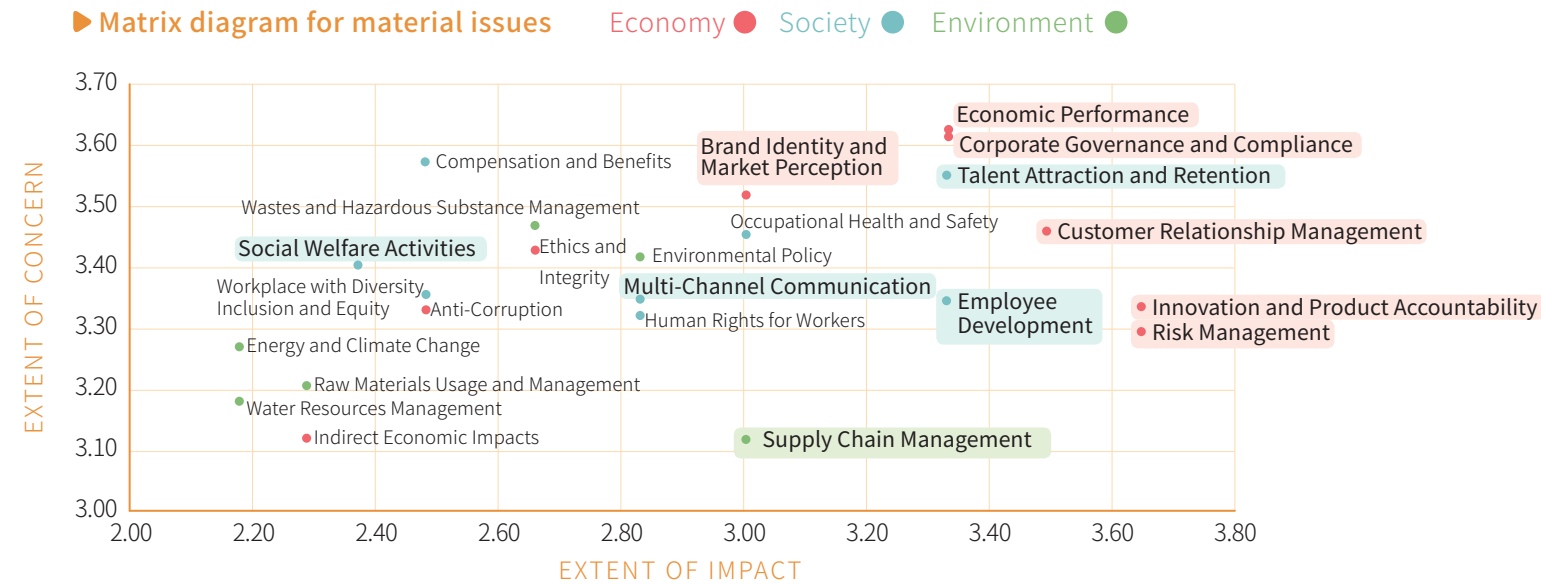
Analytical Flow for Materiality

- Benchmark analysis** : Information collected through major sustainability rating institutes, like DJSI, Sustainalytics, CSR Hub, showed a continuation of trend among international peers (see p.14 of our 2018 CSR Report). [↗](#)
- Issue identification** : We used the same 23 issues established based on results of our benchmark analysis and ESG issues of concern to stakeholders (see p.12 of our 2018 CSR Report). [↗](#)

3 Sequence of material issues : The company has put in order material issues, according to frequent communications between staffers of various units with customers, shareholders, and employees and domestic and overseas statistics and surveys, in both qualitative and quantitative terms, in the four major categories: (A) Material Issue Survey with internal and external stakeholders (2019, 2020); (B) Global Employee Survey (2016, 2019, 2021); (C) Brand survey (2018, 2019); (D) Corporate Perception Survey of industry, government, academia, research institutes and general public (2017, 2020). The aforementioned surveys have been undertaken once every two to three years. We compared new results with their older counterparts to modify our goals and update our priorities.

Multi-channel communication with stakeholders		2017	2018	2019	2020	2021
External and internal	Communication channel under the company's daily operational structure (table 1)	●	●	●	●	●
Internal	A.1 Questionnaire survey of ranking officials and in-depth interviews (11 ranking officials)			●		
	A2. Questionnaire surveys on material issues (six ranking officials)				●	
External	A2. Questionnaire surveys on material issues (147 stakeholders)				●	
	B. Opinion polls of global employees (>13,000 employees responded)			●		●
	C. Brand study and survey (1,202 customers, opinion leaders, and consumers)		●	●		
	D. Corporate image survey (100 opinion leaders and 1,333 common people)	●			●	

4 Establishment of material issues : Based on results of aforementioned communications and surveys, various working groups of the Sustainability Committee looked into fundamental reasons and planned corresponding improvement measures, which were finalized by Sustainability Committee Chair, also CEO, in a meeting in the first half of the year. Via such procedure to respond to stakeholders' concern, the company makes minor adjustment of material issues annually, according to extent of concern and the effect on operation, and modify sustainability-related projects accordingly. The committee set 11 material issues for 2020, based on findings for several items with highest extent of concern and impact in the 2020 survey on material issues (A) and three other items with higher priority, including public-service events with good reception in corporate image survey (D), multi-channel communication in opinion poll of employees (B), and supplier sustainability management in frequent communication. The following is matrix diagram for 2020 material issues, produced according to findings of 2020 survey on material issues, in which the 11 material issues are shown in bold letters (refer to table 2 for its value chain and scope):



|| Table 1: Model of Stakeholder Engagement ||

Stakeholders	Significance	Methods	Frequency	Sustainability Focus	Our response and practice
Customer	Based on customer-oriented spirit, we develop various products and services, to help customers become successful. Customers are the cornerstone for the sustainable development of core businesses.	<ul style="list-style-type: none"> • Via global customer support system, communicate with customers by making frequent visits, making calls, and exchanging e-mails. • Leveraged localized customer service and video conferences in response to travel restrictions imposed worldwide amid COVID-19. • Channel for handling customer complaints 	<ul style="list-style-type: none"> • Regular daily communication • Needs according to project schedule • Instant handling 	<ul style="list-style-type: none"> • Customer product and innovation • Maintenance of customer relationship • Brand image on market 	<ul style="list-style-type: none"> • Product development customized for local markets • Multi-dimension systematic communication, consideration from customer angle, effective solution of customer sore spots • Deliver new brand image and brand value via multiple channels
Industry, Governments, Academia & Research Institutes	Governments, industrial associations, research bodies and think tanks are key stakeholders of MediaTek. MediaTek responds to legal requirements of host governments and work with them on fostering a positive business environment.	<ul style="list-style-type: none"> • Data collection on international laws, regulations and compliance • Data collection, consultation, communication, and compliance with central-government laws and regulations • Project meetings 	<ul style="list-style-type: none"> • Immediate • According to the schedule of the lawmaking process • According to project schedule 	<ul style="list-style-type: none"> • Industrial policy and environment: taxation, talent, market competition • Evaluation of influence on industrial operation • Consultation on corporate governance and compliance • Talent cultivation in higher education 	<ul style="list-style-type: none"> • Actively respond to government inquiry about formulation of laws/regulations and business environment, joining effort in improving general business environment • Collaborate in the dissemination of science and technology education and the development of the industry. In 2021, MediaTek sponsored 25 projects carried out at research centers in National Taiwan University, National Tsing Hua University, and National Chiao Tung University, leading to 1 patent application and 40 paper publications.
Employees	As a fabless IC design company, MediaTek's most important assets is employees. Via innovation and effort of global talents, MediaTek has become a company with cuttingedge technology in the world.	<ul style="list-style-type: none"> • Labor-Management meeting • Global communication meetings of all levels • Employee survey • Communication platform • Ombudsman service & corporate suggestion box • Interactive AI Chatbot 	<ul style="list-style-type: none"> • Monthly • Quarterly • Periodically • Immediate 	<ul style="list-style-type: none"> • Talent attraction and retention, including salary, employee experience and benefits • Employee development and promotion • Establishing a diverse, inclusive workplace with equal opportunities 	<ul style="list-style-type: none"> • Provide competitive and diverse compensation and benefit packages • Provide fair employment and development opportunities and a safe and friendly working environment • Publicize job openings at various functions encouraging internal transfer to maximize employees talent and development. Up to now, over hundred employees transferred within organization. The average lead time was about four months once application approved.
Shareholders and Investors	Shareholders and investors are backers and drivers of MediaTek, enabling the company to proceed along the path of sustainable development via capital injection and corporate-governance participation.	<ul style="list-style-type: none"> • Annual shareholders' meeting • Quarterly investor conference • Domestic and overseas roadshows • Interviews with institutional investors 	<ul style="list-style-type: none"> • Take place quarterly • Over 25 sessions a year, according to invitation status • Over 300 sessions a year, according to invitation status 	<ul style="list-style-type: none"> • Economic performance • Corporate governance and compliance 	<ul style="list-style-type: none"> • Operating income jumped near 150% in 2021. • Interact with investors and listen to their opinions, as an important reference for formulation of development strategy in the future. • The company held over 25 investor road shows in Taiwan and abroad, on top of over 300 interviews with institutional investors, servicing over 8,000 investors worldwide.

Stakeholders	Significance	Methods
Suppliers	As best partners, suppliers provide MediaTek excellent products and services, with both parties capable of extending help to each other during times of crisis and sustaining growth side by side.	<ul style="list-style-type: none"> Suppliers' assembly Supplier auditing Complaint mail-box
General Public, Consumers & Media	The public is MediaTek's partner in enhancing and enriching everyone's life, and public opinion has certain influence on policies. We strive to learn about groups in need and partner with communities, the media, and NPOs to fulfill our responsibilities as a corporate citizen.	<ul style="list-style-type: none"> Press conferences, news releases, media interviews Expanded social participation TWSE Market Observation Post System Corporate website and social media

Frequency	Sustainability Focus	Our response and practice
<ul style="list-style-type: none"> Take place annually. Annual auditing Instant handling 	<ul style="list-style-type: none"> Sustainable supply-chain management 	<ul style="list-style-type: none"> Encourage quality suppliers with the "Media Tek Supply Chain Social Responsibility Award" awarded at the Supplier Conference Continue to request suppliers target 2% annual carbon intensity reduction and promote the use of renewable energy. Ask seven key suppliers to pass ISO 14064-1 certification, of which five had completed. Complete climate-change risk evaluation for major suppliers
<ul style="list-style-type: none"> Non-periodic Non-periodic Non-periodic Constant 	<ul style="list-style-type: none"> Corporate vision and business operation Innovation Talent and employee engagement Brand identity and market perception Social welfare activities 	<ul style="list-style-type: none"> Roll out 2 billion sets of cutting-edge chipsets, so that more people around the world can benefit from technological innovation Facilitate the dissemination of science and technology, with the concept of technology inclusion in mind Hold "Genius for Home: MediaTek Digital Social Innovation Competition" to advocate care for hometown. In 2021, 1,825 people took part, putting forth 455 proposals. Accumulated coverage of proposals over the past 4 years was 305 towns and villages across Taiwan.

Table 2 : Value chain and scope of material issues

As an IC design company that does not have in-house production lines or fabs, MediaTek is located at the top of the overall value chain, and our main business is design and sales of products. Our suppliers carry out the entire manufacturing process, including raw materials procurement, wafer processing, assembly, and testing. The following is review of the direct/indirect impact of each material issue on our value chain, where icons for boundary levels are shown in the table below:

Material issues	Corresponding chapter/section: progress of management of material issues	Corresponding GRI material issues
Innovation and Product Accountability	Ch.2 Innovation P.26	Non-GRI Material Topic
Customer Relationship Management	Ch.1 Global Presence P.16	Non-GRI Material Topic
Brand Identity and Market Perception	Ch.1 Global Presence P.16	Non-GRI Material Topic
Risk Management	Ch.4 Corporate Governance P.49	Non-GRI Material Topic
Economic Performance	Ch.1 Global Presence P.16	GRI 201:Economic Performance 2016
Corporate Governance and Compliance	Ch.4 Corporate Governance P.57	GRI 307: Environmental Compliance 2016 GRI 419: Social and economic legal compliance 2016
Talent Attraction and Retention	Ch.3 Talent P.33	GRI 401: Socioeconomic Compliance 2016
Employee Development	Ch.3 Talent P.33	GRI 404: Training and Education 2016
Social Welfare Activities	Ch.6 Community Engagement P.86	Non-GRI Material Topic
Multi-Channel Communication	Ch.3 Talent P.33	Non-GRI Material Topic
Supply Chain Management	Ch.5 Environmental Management P.57	GRI 308: Supplier Environment Assessment GRI 414: Supplier Social Assessment

Extent of impact Direct impact Indirect impact

Scope of impact on value chain			
R&D/design	Customer-commissioned	Manufactured by suppliers	End usage
●	●	●	●
	●		
●	●		●
●	●	●	●
●	●	●	●
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1 Global Presence

MediaTek aspires to lead and operate with a global mindset.

1.1 Brand Vision

1.2 Global Operations

1.3 Customer Services

1.4 Financial Performance

Material Issues in this Chapter

- Brand identity and market perception
- Customer Relationship Management
- Economic Performance



1.1 Brand Vision

Management Guidelines: Brand Identity and Market Perception (Non-GRI Material Topic)

Importance to MediaTek

Enrich and enhance everyone's life through our innovative technologies, leading products, strong business model, and effective corporate feedback.

Commitments and policies

We are continually improving our market image in order to generate increasing brand value. This is realized through innovations in leading technologies, strategies, marketing, management, and processes.

• Customer relationship management

We regularly update sales forecasts and maintain close oversight of ongoing projects. We endeavour to our customers' organizational structure, business focus, and working philosophy in order to enhance our relationship. Our mid-to-long term strategy is to develop new markets and extend our customer base so as to explore potential opportunities.

• Brand image

Periodically refresh our marketing plans to improve the response, and the accuracy of online marketing. Strengthen the planning and execution of key projects with the assistance of external consultancy.

• Brand value

Commit ourselves to increase brand value and respective corporate image by 10% in the short term, followed by a 30% increase in the mid-to-long term.

Our Management System

• Responsible unit

Sales and Marketing Departments

• Communication channels

- ▶ Digital channels such as social media, corporate websites, newsletters, brand stores
- ▶ International exhibitions (whether live or virtual)
- ▶ Global technology meetings and conferences (whether live or virtual)

• Assessment mechanism

Evaluation results for global brands

Specific Performance

- Won the "Outstanding Asia Pacific Semiconductor Company Award" from the Global Semiconductor Alliance (GSA) : 9-time winners from 2009 to 2021
- Won TCSA "Top 10 Taiwanese Companies Sustainability Model Award;" also received "Talent Development Leadership Award," "Growth Through Innovation Leadership Award," " Social Inclusion Leadership Award," " Supply Chain Leadership Award," "Information Security Leadership Award" and "Corporate Sustainability Reports Award"

MediaTek Group Scale-up

Consolidated revenues reached the **USD17 billion** milestone.

Worldwide R&D capabilities

27 sites distributed globally, including U.S.A., U.K., Finland, Singapore, India and etc.

Emphasis on local talent

More than **93.9%** of managers at overseas sites are local hires.

- Ranked No.6 in "Best Taiwan Global Brands" by Taiwan Ministry of Economic Affairs, achieving a brand value of 594 million USD : an increase by 42% over 2020.
- The only Taiwan-based semiconductor company with research papers selected by International Solid-State Circuits Conference (ISSCC) for 19 consecutive years.

|| 1.1.1 Brand Campaigns

▶ Amplified "Powering the Brands You Love" Campaign

MediaTek powers the biggest brands around the world in smartphones, smart TVs, voice assistant devices, Chromebooks, and Wi-Fi connectivity devices. We power the brands consumers love, and together this makes great technology available to everyone, enriching and enhancing everyday life. Expect incredible when it's powered by MediaTek.

We further expanded sponsorship programs through continued partnerships with global technology influencers. We initiated a campaign in partnership with lifestyle influencers, which promoted MediaTek's "Powering the Brands You Love" message that showcased new products powered by MediaTek chips from the world's biggest brands, and that our chips power nearly 2 billion global devices every year.

▶ Launched the "Incredible In. Incredible Out" Campaign

MediaTek launched its "Incredible In, Incredible Out" campaign to highlight what is put into a device shapes the experiences people get out of it. "Incredible In, Incredible Out" showcases how MediaTek's innovative, powerful and feature-rich solutions power a vast array of devices that deliver incredible experiences.

This new global campaign reached 259 million and drove 1.8 million visitors to the Powered by MediaTek website (as of the end of July 2021). The campaign also drove 25 million visitors to branded product microsites and garnered 25 million product video views. Overall, the average CPC / CPV was USD \$0.03.

▶ Initiated "Rise to Incredible Campaign for our Dimensity 9000

With the launch of Dimensity 9000 flagship chip, we created a milestone of innovation a rise to incredible built to power only the most prestigious 5G smartphones around the world. We introduced MediaTek Dimensity 9000 along with its "Rise to Incredible" campaign to demonstrate the flagship experiences everyone envisions.

We also cooperated with Discovery filmmakers to showcase the experience Dimensity 9000 powered smartphones offer. Through professional filmmaker's hands and storytelling, the videos demonstrated the exceptional multimedia capabilities of the Dimensity 9000.

▶ Crafted "The Vision to Go Beyond" Campaign to showcase Smart TV Visionaries

MediaTek invited the award-winning filmmaker, photographer and adventurer, Jimmy Chin, to discuss his background, his craft and his inspiration – all key elements that shape his vision. As the world's largest TV chip provider, MediaTek plays a key role in building experiences that take viewers beyond the screen and into new worlds. We're partnering with artists and creators to understand their process and their craft. These are the visionaries that put the vision in television.

|| 1.1.2 Product Innovation

MediaTek has made considerable developments across a wide range of technology frontiers, maintaining or establishing a leading position across markets. Our technology expertise encompasses:



Leading Connectivity

Wi-Fi 6/6E, latest Wi-Fi 7 technology, 2G-5G (including mmWave) and NB-IoT cellular, Bluetooth 5.x, GNSS, all with proven connectivity technologies that are power efficient, remove and connectivity and reliability enhanced.



Power-efficient Computing

Implementations of diverse high-performance processing elements (CPU, GPU, APU, ISP, DSP, etc.) for respective markets. In addition, wide application of the deep learning algorithm (DLA) under 5G framework into smartphones, tablets, smart TVs and IoTs.



Premium Multimedia

Rich functions and features through industry-leading branded technologies including MiraVision display-enhancing technologies, Imagiq videography, HyperEngine gaming optimization engine, 5G Ultra Save powersaving technology, and more.

MediaTek Dimensity 5G smartphones SoC products range from flagship to entry.

In 2021, MediaTek has unveiled a series of Dimensity 5G SoC products, including Dimensity 700, 800U, 810, 900, 920, 1100, 1200 and 9000, indicating its successful penetration of 5G smartphone chips in all market segments from flagship to mainstream.

In order to provide its customers (device makers) more flexibility and capability of customization, MediaTek has unveiled the Dimensity 5G Open Resource Architecture that gives the closer-to-metal access to global smartphone device makers. With which, device makers can devise much more differentiated products for cameras, displays, graphics, AI processing units, sensors, and connectivity sub-systems. Dimensity 1200 was the very first chip with 5G open resource architecture that has already been employed by many top-tier smartphone makers in their unique products.

The Dimensity 9000 debuted in the second half of 2021. This flagship SoC was designed using the most advanced chip fabrication process (TSMC N4 / 4nm-class). Groundbreaking process has been made by MediaTek on its world-leading 5G connectivity, camera, display, gaming, AI, and videography. It has satisfied the most tech-savvy users and mobile gamers, and has made its way into several of the latest generation flagship smartphones.

All new brands: Filogic Wi-Fi connectivity, Kompanio platform for Chromebooks and tablets, and Pentonic smart TV chips

In the attempt to prove MediaTek's leading position in connectivity, it has introduced the brand new Filogic series Wi-Fi platforms; in terms of mobile computing, the Kompanio platform for Chromebook and Android tablets was unveiled. Moreover, in the fourth season of 2021, the Pentonic series for flagship 8K and high-end 4K smart TVs made its debut with its extraordinary performance in 5 key fields: display, sound, AI, broadcast and connectivity, highlighting a perfect coordination among all technologies behind the screen.

Exclusive partnership with Intel to develop next generation 5G connectivity for PCs and notebooks

MediaTek has announced its ongoing partnership with Intel to integrate MediaTek's T700 5G modem into Intel's latest PC and notebook platform, adding the much anticipated 5G experience. The first session was launched by Intel's OEM partner in the first half of 2021.

MediaTek and Samsung co-introduced the world's first Wi-Fi 6E 8K smart TV, building the unprecedented video streaming experience

In 2021, MediaTek partnered with Samsung to showcase the first 8K smart TV featuring Wi-Fi 6E. The flagship TV provides the fastest and most stable connectivity, enabling it to seamlessly stream 8K video.

|| 1.1.3 Global branding events

Branding for MediaTek is balanced between internal and external communications. Internally, we've built a consensus on MediaTek's brand by helping each employee to understand the process of brand development, brand positioning, and the importance of implementing the spirit of our brand. Meanwhile, we develop high-performing products and make technologies ubiquitous, which in turn popularizes our brand and grows its value. MediaTek shapes a consistent brand image through external branding and long-term brand

building projects; we showcase our brand and product brand positioning and commitments globally via a variety of communication channels and participation in global exhibitions. We are committed to pursuing leading technological trends, furthering our technological advantages and creating a positive perception, thus displaying strong brand competitiveness in the face of highly competitive markets. We showcase our technological innovation and competitive products to key influencers, global analysts and media, and direct to consumers through an ongoing series of activities, owned channels (blogs/public relations) and social media.

Virtual product launch of MediaTek 5G premium chipset Dimensity 1200/1100 (January 20, 2021)

On January 20, 2021, MediaTek officially released the Dimensity 1200 and Dimensity 1100, which power 5G smartphones with best-in-class 5G, graphic and gaming experiences. There were 143 medias and key influencers participating the event, 8.28 million views of the event video, approximately 2,000 media coverages, 114 million views of articles and over 33,000 clicks.



Gaming Masters hosted by MediaTek and JioGames

Targeting at professional and amateur online game players, MediaTek and Indian telecommunication company, Reliance Jio, have joined hands to host two Gaming Masters games in 2021 featuring the popular "Free Fire" and "BGMI" with a prize pool of USD16,400 for each game. The games were the largest in scale game ever on the JioGames platform and attracted over 110,000 people registered and 14.8 million views. The games were livestreamed on Youtube, JioTV HD gaming channel, Booyah game streaming platform in both Hindi and English. Commercial Ads promoting MediaTek brand were broadcasted over the entire livestream, prior to the game and during halftime.

► **The first "Gaming Masters" event was held in January 2021 and featured Garena's "Free Fire" mobile game. The game lasted for a period of 70 days and attracted 43000 teams to participate in the contest, for detail, please refer to :**

Read more : <https://i.mediatek.com/free-fire-gaming-master-jioesport>

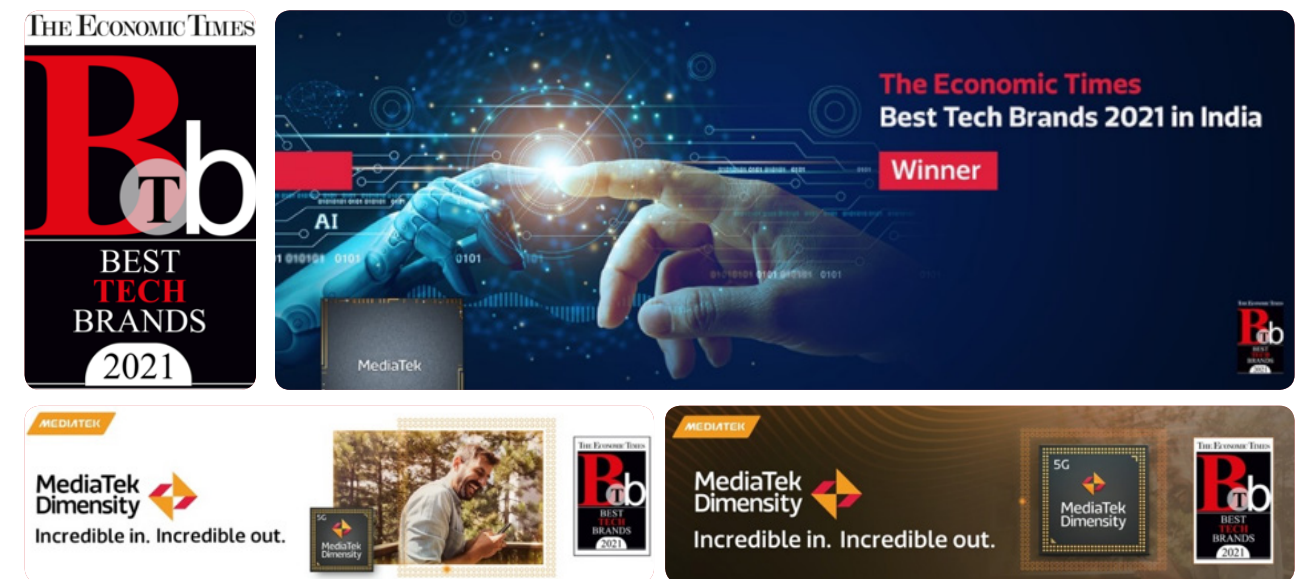
► The second "Gaming Masters" event was held from November 2021 to January 2022 and featured KRAFTON's BattleGrounds Mobile India (BGMI). There were 50,000 people registered and 10,000 participated in the 50-day game. For details, please refer to

Read more : <https://i.mediatek.com/BGMI-Gaming-Master-JioGames>



2020-2021. The Economic Times is the most popular English-language daily business news, with the most visits to its official website in India, it is also the mostly read English newspaper in Asia, and the second mostly read newspaper globally.

To honor MediaTek's contribution to the technology industry, The Economic Times acknowledged MediaTek in its special edition of the Best Tech Brands. Cover of the 2020-2021 special edition was discussed and selected in the virtual meeting held on March 19, 2021 by The Economic Times. The Economic Times' Best Tech Brands is the most creditable platform in India, which awards companies that support the rapid growth of Indian tech industry through strategic planning, execution and innovation. The recognition is based on extensive research that considers parameters of innovation, brand value, brand recall, consumer satisfaction, customer service, and quality. As a result of such a research, MediaTek became one of few companies honored as the best tech brands in 2021 by The Economic Times.



Virtual product launch of smart TV Chip, MT9638 (March 3, 2021)

In March 2021, MediaTek virtually launched its new MT9638 chip for premium smart 4KTVs. The new chip comes with an integrated AI processing unit (APU) that features technologies which upscale and improve image and audio quality in real-time. Impressive features including AI super-resolution, AI picture quality, variable refresh rate (VRR), motion estimation and motion compensation (MEMC), AI virtual assistants, and etc., are all integrated into this high-performing and low power-consuming chip. Approximately 56 media/KOL participated the event, and in total it generated 1,200 media articles, with 32 million views.



MediaTek's Technology Diaries in India (April 20, 2021, December 3, 2021)

MediaTek's Technology Diaries in India was an interactive discussion series, in which, industry leaders, OEM suppliers, market research companies, major medias and key influencers were invited for the interactive discussion as well as the latest updates in the technology ecosystem. This event was initiated in 2018. In the past four years, Technology Diaries has hosted an interactive platform for technology enthusiasts to discuss hot topics including the latest and the most novel technologies, product research progress, major collaborations, and more. Technology Diaries has hence become the best discussion platform for business opportunities, science education and collaborations.

MediaTek was recognized as one of India's Best Tech Brands 2020-2021 by the Economic Times of India. (March 19, 2021)

MediaTek was recognized by India's The Economic Times and selected as one of the Best Tech Brands

MediaTek's Technology Diaries in India was so successful that in 2020, it was selected as one of the "Top 25 Campaigns by PR Agencies 2021" by Exchange4media, an online B2B media pioneer.

The results of the most recent two Technology Diaries events were as follows:

April 2021

- ▶ Due to the pandemic, the event was hosted virtually on April 20.
- ▶ There were over 80 media, bloggers, and OEM suppliers participating in this event.
- ▶ #MediaTekDiaries became No. 3 on Twitter's Topics.
- ▶ Major participants
 - 1 OEM suppliers: Realme, KENT, HP India, Toppr
 - 2 Market research company: Cybermedia Research (CMR)
- ▶ Major publications
 - 1 Launch of Dimensity 1200 chip in India
 - 2 Announcement of that Realme was the first smartphone makers to feature Dimensity 1200 chip on its products.
 - 3 Discussions on "Incredible technologies lead to incredible experiences"

December 2021

- ▶ The very first physical discussion has been hosted in New Delhi on December 3, 2021 since the beginning of the COVID-19 pandemic.
- ▶ There were over 30 business and technology journalists, bloggers, market research companies attending the event.
- ▶ #MediaTekDiaries became No. 4 on Twitter's Topics.
- ▶ The discussion was centered on 5G smartphones, smart devices and connection technology, and the guests included MediaTek's employees (Anku Jain, Kuldeep Malik, Anuj Sidharth) and representatives from two industry analysis companies, TechArc and Counterpoint Research.
- ▶ There were over 290 articles with respect to the event.
- ▶ Online social media impressions: 4,608,836.
- ▶ Online social media reach: 2,426,930 persons.



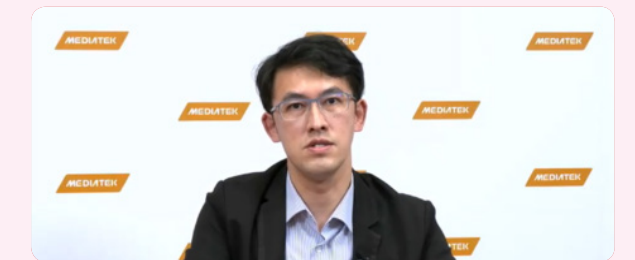
Press conference for launch of MediaTek Dimensity 900 chipset (May 13, 2021)

MediaTek hosted the product launch press conference for Dimensity 900 on May 13, 2021 to showcase its incredible capability on cameras and display, advanced 5G connectivity and ultra-fast gaming performance. This event attracted 57 medias and key influencers attending the event and generated 13,500 clicks and over 12.7 million views of the press conference video.



Press conference for MediaTek Kompanio 900T (September 9, 2021)

MediaTek hosted the press conference launching its Kompanio brand on September 9, 2021, officially publicizing its latest Kompanio series mobile computing platform and its first family member, Kompanio 900T. Kompanio brand positioning and Kompanio 900T product features were introduced in this conference. Totally, there were 57 medias and key influencers participating this event with over 7,000 media reports, and the discussion on launch of this new series continued growing on the web.



Virtual Executive Summit (November 17, 2021 ~ November 20, 2021)

MediaTek held its third annual Executive Summer in November 2021. In addition to several products announced across MediaTek's brands during the Summit, it also invited industrial partners including AMD, Arm, and Micron to discuss their partnership with MediaTek. There were 53 medias attending the event physically and 208 medias virtually. During the event period, media coverage exceeded 6,000 articles, and social media impressions were over 2.5 million times.

Publications


- ▶ 5G flagship smartphone chipset, Dimensity 9000
- ▶ Unveiled the first-ever 7nm digital TV flagship system-on-chip, digital TV flagship system-on-chip, Pentonic 2000 with TSMC
- ▶ Wi-Fi 6 connectivity supported chips, Filogic 130 and 130A, which are designed for all IoTs.
- ▶ 8K smart TV chipset, Pentonic 2000
- ▶ Teaming up with AMD to unveil the leading Wi-Fi 6E solution, Filogic 330P Wi-Fi chipset.
- ▶ Teaming up with Micron to validate LPDDR5X DRAM, the very first in the world



Virtual Product Launch of MediaTek Dimensity 9000 chipset (December 16, 2021)

MediaTek announced its first true flagship smartphone chip, the Dimensity 9000 5G mobile platform, on December 16th 2021. We showcased Dimensity 9000's exceptional features in computing, energy efficiency, AI, videography, display, gaming, 5G and etc. Meanwhile, smartphones made by four partnering manufacturers powered by MediaTek were first launched/showcased in this event, and MediaTek announced the arrival of Dimensity 8000 in 2022. The product launch event was live streamed on 9 platforms with 114.9 million views in total. There were 252 medias and key influencers participating who generated 4556 active reports with estimated 1,800 million views and 109,780 buzz volume throughout the release period.

Dimensity 9000 flagship 5G mobile platform



Maximum performance with cooler output

Fast	Extreme performance	Incredible Power Efficiency
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1.2 Global Operations

MediaTek is headquartered in Hsinchu Science Park, Taiwan and has 27 sites across the globe. Apart from the US, UK, Finland, Singapore, and India, we continue to expand and leverage our presence in emerging markets such as Southeast Asia, Africa, China, and India. All with the goal to provide people throughout the world with new opportunities made possible by innovative technologies, and thus putting our brand mission into practice



• Linköping

Sweden

- Founded in 2012
- Development of digital signal processors (DSP) for mobile communication

• Oulu

Finland

- Founded in 2014
- R&D in communication technologies



- Beijing
- Chengdu
- Hefei
- Shanghai
- Shenzhen
- Wuhan

China

- Founded in 2001
- Development of communication products

- Suwon
- Seongnam

Korea

- Founded in 2007
- Business development & client engagement



• Tokyo

Japan

- Founded in 2007
- Business development & client engagement

- Austin
- Bellevue
- Irvine
- New Jersey
- San Diego
- San Jose
- Woburn

USA

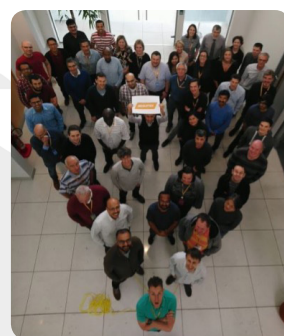
- Founded in 2003
- Development of advanced technologies and communication products



- Camborne
- Kent

UK

- Founded in 2007
- Development of 5G, industrial, and narrowband IoT (NB-IoT) technologies



• Dubai

EAU

- Founded in 2010
- Business development & client engagement



- Bangalore
- Navi Mumbai
- Nodia

India

- Noida office founded in 2004, Bangalore office founded in 2014
- Development of communication technologies, backend development and client services for embedded and mobile devices

Singapore

- Founded in 2004
- IC design and development of relevant technologies



Taiwan

- Founded in 1997. Headquartered in Hsinchu
- Continues to invest in advanced technology and R&D, global operation

- Hsinchu
- Taipei



1.3 Customer Services



Material Issues Management Approach: Customer relationship management (Non-GRI Material Topic)

Importance to MediaTek

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

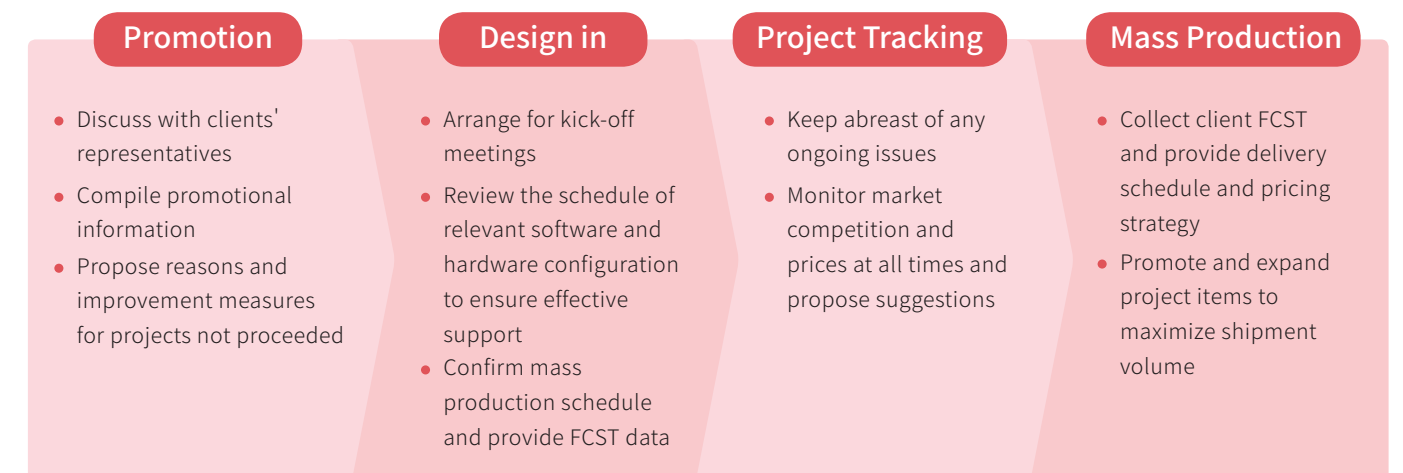
Commitments and Policies

In response to supply chain shortages during the pandemic, we are committed to improve our resilience to product delivery, communication and response to change. MediaTek grows its value to customers by thinking from a customers' perspective. It aims to enhance the working relationship by foreseeing and being ready for their needs.

Goals	Short-term <ul style="list-style-type: none"> Avoid shortage and improve supply-chain resilience Increase customer satisfaction, business performance and forecast accuracy 	Achievements	<ul style="list-style-type: none"> Markets cover 5 continents, including Europe, Americas, China, Taiwan, Japan, Korea, India, South-East Asia, Middle East, and etc. Team up with T-Mobile, Swisscom to Ericsson, and constantly optimize 5G network Introduce 5G SoC Dimensity 1000C specifically designed for the U.S. market.
	Mid- and long-term <ul style="list-style-type: none"> Continuously engage with global clients, increase MediaTek's influence over the industry and leading the industry forward 		<ul style="list-style-type: none"> Grow with renowned clients worldwide (e.g., AMD, Intel, Amazon, Microsoft, Meta, OPPO, VIVO, Xiaomi, ASUS, SONY, NEC, Samsung), and continue exploring into the 5G markets like smartphones/CPE/MiFi, 8K DTV, WiFi 6E, AIOT and ASIC, etc. Regularly employ various quantitative and qualitative methods such as face to face, active project numbers, and Q&A to obtain feedback from clients. Despite over two years of a pandemic, net revenue in 2021 increased by 53.16%, bucking the trend. Our online mailbox collected 5,500 queries in 2021 from potential clients, which were passed onto relevant members to follow up.
Management approach	Responsibility <ul style="list-style-type: none"> Led by Senior Vice President, and managers of all levels participate proactively 	Achievements	
	Resources <ul style="list-style-type: none"> Around 500 customer services employees 		
	Communication channels <ul style="list-style-type: none"> Provide online sales (sales@mediatek.com) and audit mailboxes that serve as communications and reporting channels for every one; these communications are independently reviewed by audit units 		
	Evaluation mechanism <ul style="list-style-type: none"> Revenue, forecast accuracy for production and sales and customer satisfaction 		

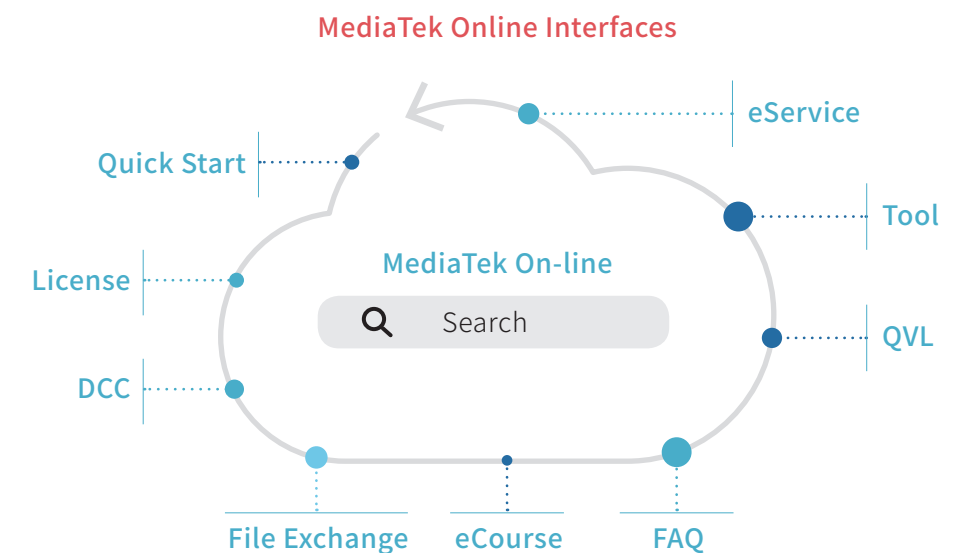
1.3.1 Innovative Project Management Processes

MediaTek continually strengthens its customer service platform. Its project management processes are initiated from the moment of contact with a client. Further, we feedback to clients so they can benefit from MediaTek's rigorous attention to detail in product service processes. For more information about our project management processes, please refer to the table below.



1.3.2 High-quality Service Tools

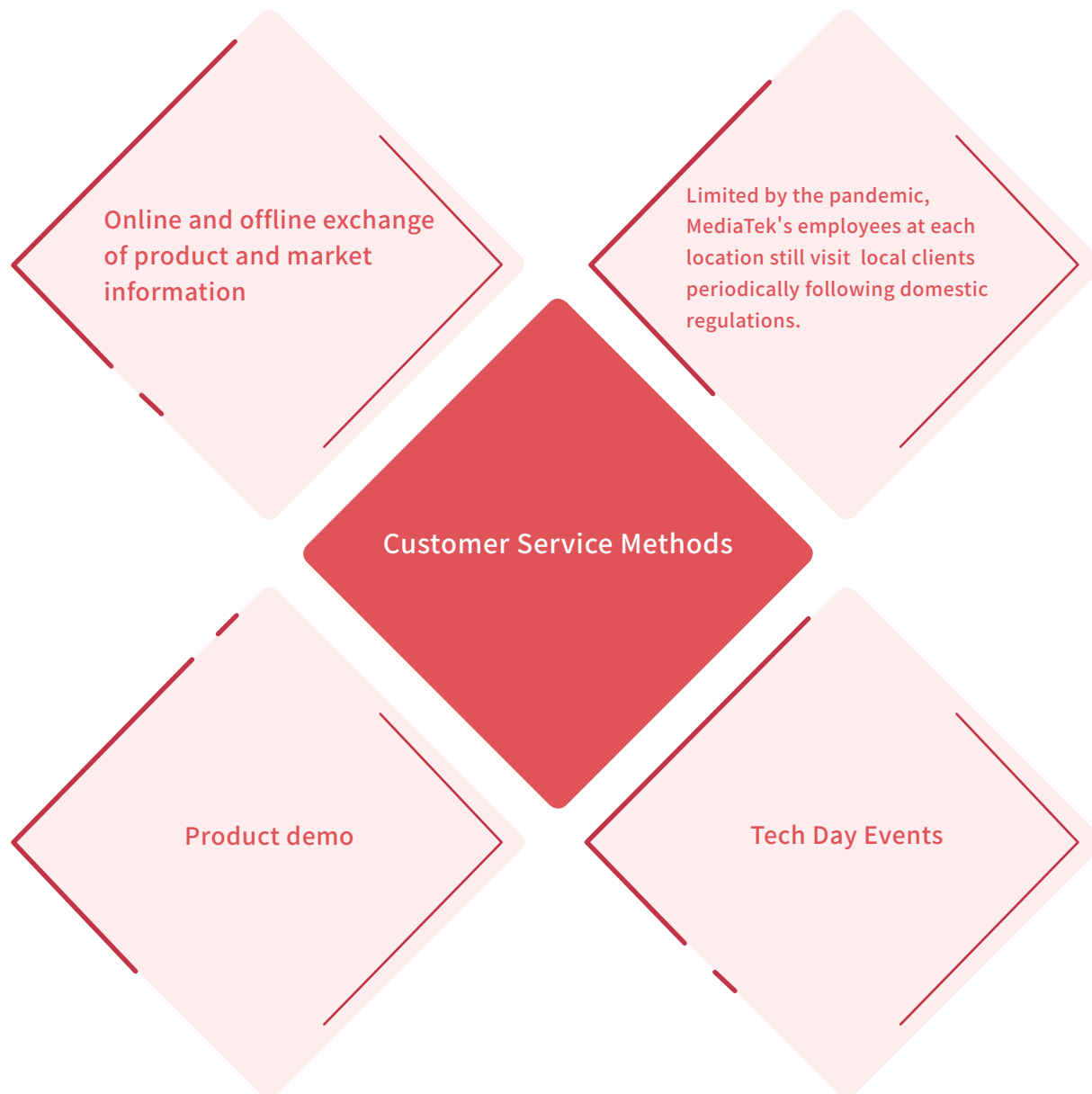
MediaTek On-Line was established to simplify client processes and enhance efficiency through improved user-friendliness. The platform contains a variety of system functions, including software authorization, document management, file transfers, online courses, FAQ, lists of recommended vendors, software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



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

1.3.3 Local Services

MediaTek delivers more than 2 billion chips annually. We believe that, in addition to innovation and great product quality, maintaining good communication channels and understanding client needs are the only path to successful customer services. Therefore, we provide worldwide clients the most timely and tailored services by continual investment. In 2021, the number of our customer service employees increased by 20% overall and more than 30% overseas.



1.4 Financial Performance



Major Issues Management Approach: Economic Performance

GRI 103-1、103-2、103-3、201-1

Importance to MediaTek

We are committed to pursuing sustainable operations and long-term benefits, maintaining our industry leadership, and generating a multitude of values for our stakeholders.

Commitments and Policies





MediaTek continues to focus on global footprint expansion, structural optimization of product portfolios and improvement of profit structures, and investment in advanced technologies and potential markets in order to form virtuous cycles for Company operations. We provide a high-quality working environment for our employees to truly fulfil their potential. We continue to extend our industrial leadership to generate higher shareholder value.



Goals	<p>Short-term</p> <ul style="list-style-type: none"> Fully grasp market trends and client needs; continuously develop highly competitive and advanced process designs; and launching highly cost-effective products that appeal to client's needs. Exert operational synergy and utilizing cross-platform market advantages to assist clients in rapid and smooth mass production that leads the market. Maintain sound and flexible financial systems that support R&D needs. <p>Mid- and long-term</p> <ul style="list-style-type: none"> Strengthen long-term relations with international clients and business partners to explore new business opportunities. Establish a more comprehensive global management system to strengthen internal operational efficiency and effective external communications, maintain good relations with global capital markets, and seek out appropriate investment targets that are beneficial to business expansion. 	Achievements	<ul style="list-style-type: none"> Historically high consolidated revenues for the year equaled NTD493.4 billion with the growth rate of 53.2%; consolidated gross margin increased from 43.9% to 46.9% compared with 2020; consolidated operating income grew by 150% compared to the previous year; consolidated operating margin increased by 8.5%, which are contributing an ongoing healthy profit structure. Market leadership in mobile phones, voice assistants, digital televisions, and network connection devices. We work closely with world-class companies such as Amazon and Alibaba to shift AI from cloud to user end.
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Management approach	Responsibility	● Management team	Achievements
	Resources	● Finance, Sales and Investor Relations	
	Communication channels	● Investor Relations office : Ms. Wang Telephone number : 886-3-567-0766 Email : ir@mediatek.com	
	Evaluation mechanism	● Board of Directors' Meetings and Shareholders' Meetings	

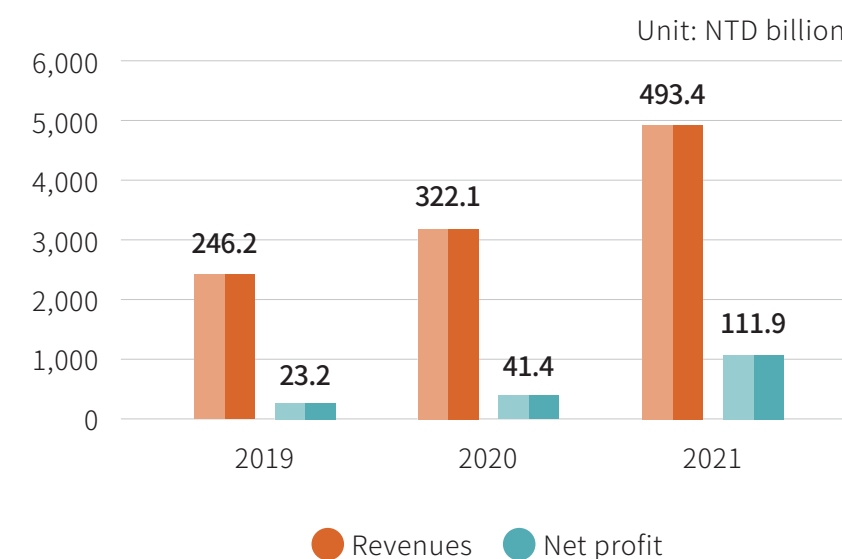
In terms of market share, according to Topology Research Institute and Gartner, worldwide semiconductor market revenue was USD583.5 billion in 2021, and MediaTek's market share was 3%, ranking No.7 worldwide and No.4 in the global fabless semiconductor industry. Looking to 2022, our experienced management team will continue to lead MediaTek, making use of our strong capabilities in highly-integrated system-on-a-chip products as we work with clients to provide highly competitive products. We anticipate 5G technologies and subsequent applications will allow us to expand relevant product markets and continue to extend our market leadership.

Unit (NTD)

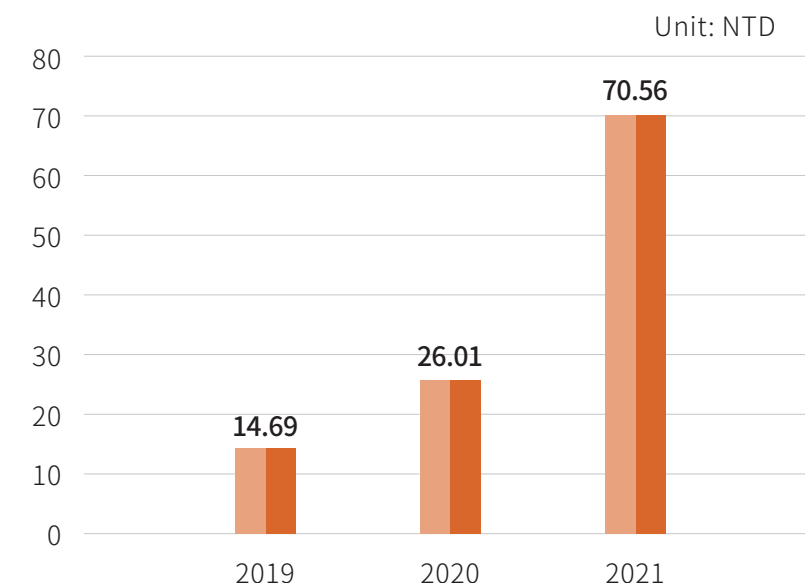
Item	2019	2020	2021	Unit (NTD)
 Revenues	246.2	322.1	493.4	billion NTD
 Operating costs	143.2	180.6	261.8	billion NTD
 Employee benefits expenses	49.5	60.7	84.3	billion NTD
 Income tax expenses	3.8	6.1	15.0	billion NTD

 Net profit after tax	23.2	41.4	111.9	billion NTD
 Earnings per share	14.69	26.01	70.56	NTD

Financial Performance



Earnings per share



|| Affiliated Companies

Business scope of MediaTek's affiliates include the investment, R&D, promotion, after-sales service for optical storage products, digital consumer products, wireless communication, digital TV, networking, analog, etc. MediaTek's affiliates support the Company's core business by acquiring leading technology through investments. For more information on affiliates and to see the organizational structure of MediaTek, please refer to p.103-114 of our 2021 Annual Report. [↗](#)

2 Innovation

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

- 2.1 Core concepts
- 2.2 Innovation in practice
- 2.3 Innovation Achievements

Material Issue in this Chapter

- Innovation and Product Accountability



NTD 96 billion investment in R&D in 2021

World's first 7nm 8K smart TV SoC - Pentonic 2000

For 19 consecutive years, MediaTek has totally published 85 papers in ISSCC.

Green IC innovation that saved 23% more power for end users than in the previous year, equivalent to the total power consumption of 170 thousand households for a year.

Selected as one of the "Top 100 Global Innovators" by Clarivate (formerly known as Thomson Reuters) for the fourth time. Obtained the 2021 Taiwan Intellectual Property Management System (TIPS) certification.

Management Guidelines: Innovation and Product Accountability (Non-GRI Material Topic)



Importance to MediaTek

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

Commitments and Policies

We seek to innovate by building a strong team of technical personnel and products, and establishing partnerships with world-class manufacturers. Our internal corporate culture encourages our employees to be innovative while actively interacting with external partners and participating in international technical forums and associations, so that MediaTek can be among the elite in all domains of technology.

Goals	Short-term <ul style="list-style-type: none"> Mass-produce multiple 5G products targeting various customer segments in 2021 Apply Artificial Intelligence (AI) features through a wide range of products Practice the mindset of green design and improve product efficiency 	Achievements	Innovative products <ul style="list-style-type: none"> New generation flagship 5G SoC that features multiple world leading technologies - Dimensity 9000 World's first 7nm 8K smart TV SoC - Pentonic 2000 Reduced power consumption of products by 23% and chip sizes by 23%
	Mid- and long-term <ul style="list-style-type: none"> Continue to apply 5G communication technologies in various product categories, and actively participate in the development of 6G technology standards Establish AI application ecosystem for various product categories 		Innovation culture <ul style="list-style-type: none"> Continually host the in-house "Innovation Award and Special Contribution Award" to shape the innovation culture Continually publish papers in the International Solid-State Circuits Conference (ISSCC) and be the only Taiwanese company that has had papers selected for publication for 19 consecutive years
Management approach	Responsibility <ul style="list-style-type: none"> R&D 		Technical Exchanges Through the following actions to improve relevant technical skills and development in Taiwan <ul style="list-style-type: none"> Collaboration with business partners Participation in domestic academic events Participation in standard organizations
	Resources <ul style="list-style-type: none"> NTD 96 billion investment in R&D in 2021 		
	Communication channels <ul style="list-style-type: none"> Our R&D and Sales maintain active two-way communication with our clients to help us keep abreast of market trends and consumer needs 		
	Evaluation mechanism <ul style="list-style-type: none"> ISSCC Number of patent 		

Achievements

Forward-looking patent strategies

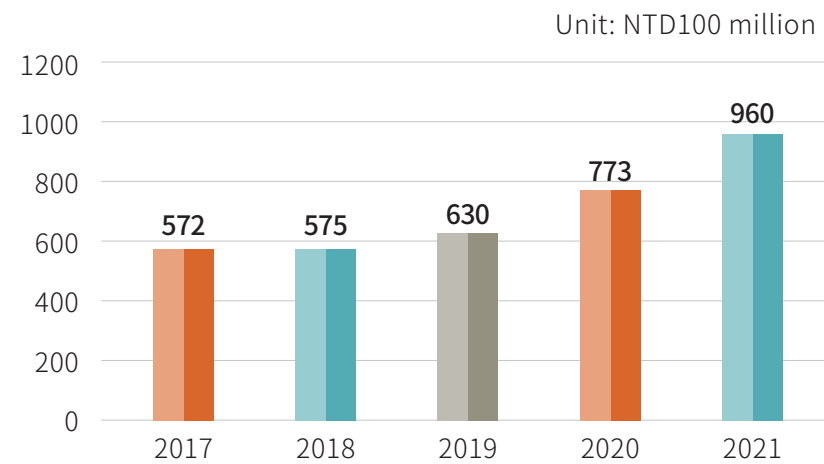
- Maintained over 12,000 global patents, wherein 1,500 of them were acquired in 2021; Ranked No. 1 in the IC design industry in Taiwan.
- Ranked No. 1 in the Taiwan industry in its number of global patents in 5G, Wi-Fi, and HEVC/WVC.



2.1 Core concepts

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

MediaTek R&D investment



In recent years, MediaTek has continued to invest in cutting-edge research in new fields. In 2020, our R&D investment reached NTD77.3 billion, which was further increased to NTD96 billion in 2021. This included recruiting more than 1,000 talents and investing in advanced manufacturing technologies, and continuing to invest in technology research and development in 5G, wireless communications and AI to lead the industry elevate to global scale and drive digital transformation.



2.2 Innovation in practice

2.2.1 Talents

In order to provide user the best flagship experience and build more innovative living solutions, MediaTek has been proactively reorganizing internal Human Resources over the past few years, transferring several

hundred R&D and product personnel to key technical and product development fields such as 5G and AI. Through this action we are continuing to work toward a goal of Technology Leadership. For more information, please refer to Section 1.2 Global Operations of this report. With regards to internal human resource adjustment mechanisms, please refer to 3.3.4 Internal Job Application channels.

2.2.2 Culture

MediaTek has hosted the nomination, selection and awarding of the "Innovation Award and Special Contribution Award" (ISCA) annually since 2002. ISCA symbolizes the highest achievements of MediaTek personnel through innovations and the acknowledgment of their contributions to the company. Special Contribution Award is split into two categories, Project/Product and Operation; Innovation Award is focused on acknowledging the contribution of the vital few. Teams and individuals were selected and honored after a rigorous evaluation process.

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

2021 Innovation Award and Special Contribution Award

In 2021, 22 teams took part in the competition; among 226 project members, 92 of whom were from overseas units. Among the 22 teams nominated, six teams were awarded, including two for the Innovation Award, two for the Special Contribution Award - Project/Product, and two for the Special Contribution Award - Operation. The 2021 Innovation Award and Special Contribution Award recognized our colleagues' outstanding performance in Wi-Fi, TV SoC, and 5G applications.



International Solid-State Circuits Conference (ISSCC)

The ISSCC is the world's largest, most prestigious, and highest-standard conference on solid-state circuits, with thousands of participants from the academia and industry every year. In 2022, ISSCC selected and published 2 papers from the MediaTek Group. One of them is related to processor technology, and the other is related to audio decoders. Since 2004, MediaTek has had papers accepted by the Conference for 19 years in a row, 85 in total, testifying the company's extraordinary technological and innovative strength.

MediaTek is the only Taiwanese company whose papers have been accepted at ISSCC for 19 consecutive years.

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

2.2.3 Exchanges

Tapping into Emerging Opportunities with Value Chain

Teaming up with Ericsson, MediaTek set uplink speed record on 5G mmWave

MediaTek and Ericsson, the world-class telecommunication manufacturer, performed a four-component carrier (4CC) uplink carrier aggregation (UL CA) on millimeter wave that resulted in a peak throughput rate of 495 Mbps - 425 Mbps in New Radio (NR) plus 70 Mbps in 4G LTE - double the current speeds. This extraordinary performance has set a milestone for the initiation of 5G mmWave. The test, which focused on uplink carrier aggregation, is the first of its kind. It showed how this solution can help communications service providers deliver higher data rates and capacity for uplink applications such as AR/VR and hassle-free video viewing experience on mobile devices.

MediaTek M80 5G chipset integrates both mmWave and Sub-6 GHz 5G technologies to bring fast 5G experience to users. With its extraordinary performance, MediaTek's 5G technology has been testified by over 100 telecommunication operators. MediaTek works closely with partners around the world to bring consumers faster and more reliable 5G experiences aiming to set a milestone in the industry.

Participating in domestic academic events

Participating and hosting 2021 ISSCC Paper Presentation

MediaTek proactively participates in domestic academic events. In 2021, MediaTek Group had 4 papers selected and published by ISSCC, and co-hosted the 2021 ISSCC Paper Presentation with National Taiwan University, National Yang Ming Chiao Tung University and IEEE SSCS Taipei Chapter. In this presentation, 11 industrial and academic experts were invited to share the research findings and results in all fields discussed the 2021 ISSCC, and 3 of MediaTek's employees shared the development trend in their areas of research.



Participating in Technical Associations

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

Network communication

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

Multimedia

- Blu-ray Disc Association
- DVD CCA (DVD Copy Control Association)
- SMPTE / Society of Motion Picture & Television Engineers
- VESA / Video Electronics Standards Association

Semiconductor

- JEDEC Solid State Technology Association
- PCI-SIG (Peripheral Component Interconnect Special Interest Group)
- SD Card Association
- GSA / Global Semiconductor Alliance
- TCA / Taipei Computer Association
- GSA (Global Semiconductor Alliance)
- TSIA / Taiwan Semiconductor Industry Association
- TIARA / Taiwan IC Industry and Academia Research Alliance

Semiconductor

- MiPi Alliance
- USB-IF (USB Implementers Forum)
- The Serial ATA International Organization

[Note] MediaTek is the director of Global Semiconductor Alliance (GSA), the executive director of Taipei Computer Association (TCA), the executive director of Taiwan Semiconductor Industry Association (TSIA) and the executive director of Taiwan IC Industry and Academia Research Alliance (TIARA).

2.2.4 Patent Strategies and Establishment of Industry Specifications

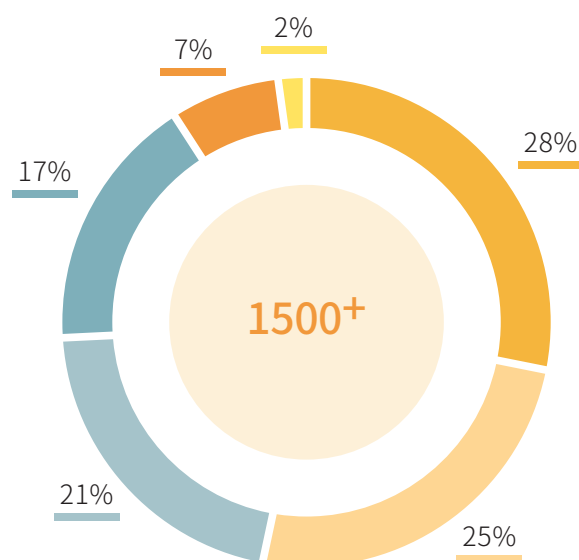
Since its inception, innovation has been the cornerstone of MediaTek's daily operation. In order to safeguard its precious R&D results, consolidate its global competitiveness, and sustain its technological leadership in key areas, the company formulated an intellectual property (IP) management plan based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

MediaTek has over 20 R&D locations worldwide, and we have filed more than 10,000 patent applications across Taiwan, China, the United States, Europe, India, Japan, Korea, Brazil, and South Africa. As of the end of 2021, the company had maintained over 12,000 patents worldwide, including 1,500 patents obtained in 2021, the

highest number in the Taiwanese IC design industry. MediaTek outperformed in the industry. In 2021, it was selected as one of the "Top 100 Global Innovators" by Clarivate (formerly known as Thomson Reuters) for the fourth time and obtained the 2021 Taiwan Intellectual Property Management System (TIPS) certification. It was simultaneously ranked No. 1 in the Taiwan industry in terms of number of global patents in 5G, Wi-Fi, and HEVC/VVC.

In 2021, MediaTek obtained more than 1,500 patents globally.

- Germany
- USA
- India
- Mainland China
- Taiwan
- Others



MediaTek's participation in technical specification organizations

Name of Technical Specification Organization	MediaTek's Role
Third Generation Partnership Project, 3GPP	<ul style="list-style-type: none"> • Elected as the Chairman for RAN2 and focused on developing protocols for B5G (beyond 5G) technologies. • Serve as project leader for two new technologies for R18, actively urge MediaTek's R&D results to be adopted by the protocols and ultimately roll out the B5G technologies evolution. • Continue to submit revised proposals based on commercial experiences of 5G products, and worked with worldwide telecommunication operators in assuring consideration of scenarios for actual commercial applications in the formulation of detailed standards
Taiwan Association of Information and Communication Standards, TAICS	<ul style="list-style-type: none"> • Serve as the chair for TC1, integrating the technical consensus among Taiwanese companies for 3GPP, enhancing Taiwan's influence in the decision-making of key technologies and encouraging B5G technical interaction with foreign companies' personnel in Taiwan • Participate in international technical conferences as a representative of Taiwan and presented B5G/6G R&D progress, enhancing Taiwan's visibility in the international 5G/6G industry
Institute of Electrical and Electronics Engineers (IEEE) 802.11 Wireless Local Area Networks	<ul style="list-style-type: none"> • Actively participate in the formulation of physical-layer standards for past WF-Fi generations (e.g., 802.11ac, 802.11ax(Wi-Fi6), 802.11be (Wi-Fi7), 802.11bX (Wi-Fi8)...) and undertook the position of Task Group AZ editor • Collaborated with Wi-Fi industry-related companies worldwide, including testing, IC design, system, telecommunication and broadband service providers in assuring consideration of scenarios for actual commercial applications in the formulation of detailed standards.
Wi-Fi Alliance (WFA)	<ul style="list-style-type: none"> • Participate among the pioneers in the testing and development of multiple WFA interoperability certification platforms. Actively participate in the formulation of new Wi-Fi technology standards as the Multi-AP (EasyMesh) TTG chair and Wi-Fi7 MT and TTG technical working group vice chair. • Dedicate itself to the expansion of Wi-Fi applications and availability and provided excellent connection experience via development of innovative technologies, interoperability certification, and advocacy of fair frequency-spectrum usage.
Joint Video Experts Team (JVET)	<ul style="list-style-type: none"> • Participate in the formulation of H.266/VVC (Versatile Video Coding) v2 standards, tracking the latest development in video coding technology for early deployment of next-generation video compression standards (e.g., H.267). Served as the chair in multiple projects.



2.3 Innovation Achievements

MediaTek's mission is to enrich and enhance everyone's life; however, as the communication technology advances, there are still billions of people have yet experienced the advantages brought about by the technology innovation. Thus, through putting the 3A strategy- Accessibility, Affordability and Availability, into practice, we assist the public in the control of technology innovation with a hope that everyone can benefit from the opportunities of technology and achieve better living. In 2021, MediaTek once again integrated its innovative technologies in its 5G highest-end mobile platform-Dimensity 9000 that will provide the best-ever user experience of communication and multimedia on mobile. In addition, the Pentonic smart TV platform aims to provide users all new experience of living room entertainment with its integrated technologies of display, audio, AI, broadcast standards and high-speed connectivity.

All new flagship 5th generation with the powerful innovative technology - Dimensity 9000 mobile platform

MediaTek unveiled the flagship 5G mobile platform, Dimensity 9000, that combines the advanced IC design and efficiency management and delivers excellent performance and efficiency. MediaTek's Dimensity features the ongoing revolutionary mobile platform technology with its innovation in computing, gaming, videography, multimedia and communication and empowers the mobile device manufacturers in the making of differentiated flagship 5G smartphones. Major features of MediaTek's Dimensity 9000 include:



► Extreme Performance with Incredible Power Efficiency

The Dimensity 9000, the first chip in the world built on TSMC N4 (4nm-class) production process, uses the latest Armv9 architecture processors that will define the demands for the following 10 years. Its CPUs includes an Arm Cortex-X2 ultra core that bursts to epic 3.05GHz, three Arm Cortex-A710 super cores with a main frequency of up to 2.85GHz and four Arm Cortex-A510 efficiency cores with a main frequency of up to 1.8GHz. Along with the 14MB ultra-large layered caches, the Dimensity 9000 delivers unparalleled performance in smartphones.

Dimensity 9000 improves platform performance and efficiency and provides superior speed in all application scenarios by integrating Arm Mali-G710 MC10 GPU with the LPDDR5X that supports up to 7500Mbps memory frequency and UFS 3.1.

Additionally, Dimensity 9000 integrates MediaTek's fifth generation AI processor APU 590, which is designed with a high-efficiency AI architecture that gives full play to mixed precision and generates flexible computation using both integer and floating-point precision. Compared with the previous generation, the performance and energy efficiency are improved by 4 times, providing energy-efficient AI computing power for smartphone applications such as photography, video, streaming, and games.

► Sparking video creativity with high performance ISP

Dimensity 9000 features the Imagiq 790, a premium 18-bit HDR-ISP. The three image signal processors (ISP) are capable of up to 9Gbps data throughput and support up to 320MP camera, raising the bar of computational photography to a new height.

Dimensity 9000 is the first of its kind to support simultaneous triple camera 18-bit HDR video recording and three cameras recording with three exposures per frame. Capturing an event using different angles, this chipset fulfills video creators' needs for creativity and productivity on a smartphone.

MediaTek's all new AI Video display engine is embedded in the Dimensity 9000 to reduce the bandwidth usage of recording and speed up preview through its innovative path architecture. Capturing using high speed shutter and in low-light environments, the AI-NR 2.0 smart noise reduction technique provides a high-definition, highly dynamic range and exceptional noise reduction result.

► Evolved next generation mobile gaming experience

With the new flagship Mali-G710 MC10 GPU, Dimensity 9000 delivers exceptional gaming capability and employs the next generation image processing speed on a smartphone. The chipset integrates MediaTek's HyperEngine 5.0 gaming technology that will once again evolves gaming experience with its resource management engine, networking engine, picture quality engine and rapid response engine.

HyperEngine 5.0's resource management engine reduces power consumption through the management of scenarios, contents and system dimensions. The AI-based Variable Rate Shading (AI-VRS) can automatically analyze and identify in-game focal areas of in-game details or motion, then selectively reduces render quality in non-focal areas, improving power efficiency. The engine optimizes CPU threads and improves the opportunity for multi-core computing based on in-game motion. The frame rate smoother ensures a smoother in-game experience that stabilizes FPS by a temperature control prediction management system.

With MediaTek's consistent emphasis on the development of picture quality, HyperEngine 5.0 rolls out MediaTek's mobile raytracing dual engines that fully use GPU rendering capabilities, and along with the heterogeneous hardware accelerators, realizes denoised image processing and enables realistic image quality with lower power consumption.

Dimensity 9000 supports new-generation wireless connectivity such as Wi-Fi 6E 2x2 MIMO, Bluetooth 5.3 and Bluetooth LE Audio. With HyperEngine 5.0 networking optimization technologies, including MediaTek FastPath™, Smart Wi-Fi Antenna 2.0, Wi-Fi / Bluetooth Hybrid Coexistence, 5G Modem Express, users can benefit from the fast, stable and low-latency networking experience.

In addition to the 180Hz FHD+ display, Dimensity 9000 also supports the variable refresh rate technology that synchronizes display, eliminates inter-frame latency and further increases touch sensitivity.

► **New-generation R16 5G modem**

Dimensity 9000 gives outstanding image quality by supporting HDR standards including HDR standards 8K30 AV1 HDR, data link, 100% 10 bit and DCI-P3 color gamut, HDR10+ ADAPTIVE and HDR Vivid, and data link 100% HDR10+. The integrated MediaTek MiraVision 790 mobile is an exclusive suite of hardware and software technologies that intelligently adjusts a wide range of display factors to showcase the best visual enhancements in screen display and streaming.

► **Unparalleled image quality**

Dimensity 9000 gives outstanding image quality by supporting HDR standards including HDR standards 8K30 AV1 HDR, data link, 100% 10 bit and DCI-P3 color gamut, HDR10+ ADAPTIVE and HDR Vivid, and data link 100% HDR10+. The integrated MediaTek MiraVision 790 mobile is an exclusive suite of hardware and software technologies that intelligently adjusts a wide range of display factors to showcase the best visual enhancements in screen display and streaming.

World's first 7nm 8K smart TV SoC - Pentonic 2000

The MediaTek Pentonic smart TV series is built on MediaTek's innovative technologies in display, audio, AI, broadcasting and connectivity. The new Pentonic 2000 chip is designed with all the premium features consumers are looking for - from the latest display and audio technologies to super-fast refresh rates, powerful AI capabilities, picture-in-picture streaming and more, which will push the boundaries of innovation in the smart TV market. MediaTek is committed to development of leading multimedia technologies, and today MediaTek powers more than two billion TVs in the global market.

Pentonic 2000 is the world's first commercial TV chip manufactured using TSMC's N7 (7nm-class) process, delivering unparalleled performance and power-efficiency. Pentonic 2000 supports 8K 120Hz displays, and can even support 144Hz for gaming PC hardware and the next generation of consoles. This all in one chip is first with an integrated 8K 120Hz MEMC engine. The chip's built-in high performance MediaTek APU (AI processor) powers MediaTek's new 8K AI-Super Resolution technology that intelligently upscales lower-resolution content to the display's native resolution, while also performing real-time image quality enhancements.

With MediaTek's Intelligent View technology, Pentonic 2000 supports multiple picture-in-picture (PiP) or picture-by-picture (PbP) screens, allowing a large 8K resolution display to showcase a display wall of different media sources. This means that consumers can have multiple apps open and stream from different sources, all at the same time. Moreover, MediaTek's Intelligent View not only ensures that the video in each window continues to display seamlessly even when the window size or display layout changes but also provides the same level of picture quality in each window to ensure the best viewing experience.

Inside the chip is the TV industry's fastest CPU and GPU, which is fueled by an ultra-wide memory bus and ultra-fast UFS 3.1 storage. MediaTek Wi-Fi 6E or even 5G cellular modems can be used by device makers to provide the fastest wireless internet connectivity for 8K streaming media, or up to multiple streamed sources displayed at once.

Pentonic 2000 supports AVS3 video decoding and is the first commercial 8K TV chip with Versatile Video Coding (VVC) H.266 media support, which offers improved compression efficiency-something that is essential for today's streaming era. Pentonic 2000 supports Dolby's latest imaging and audio technologies to provide the ultimate cinematic experiences in Dolby Vision and Dolby Atmos. Additionally, the chip supports AV1 for streaming services and all global TV broadcast standards including the latest ATSC 3.0.



IC green innovation

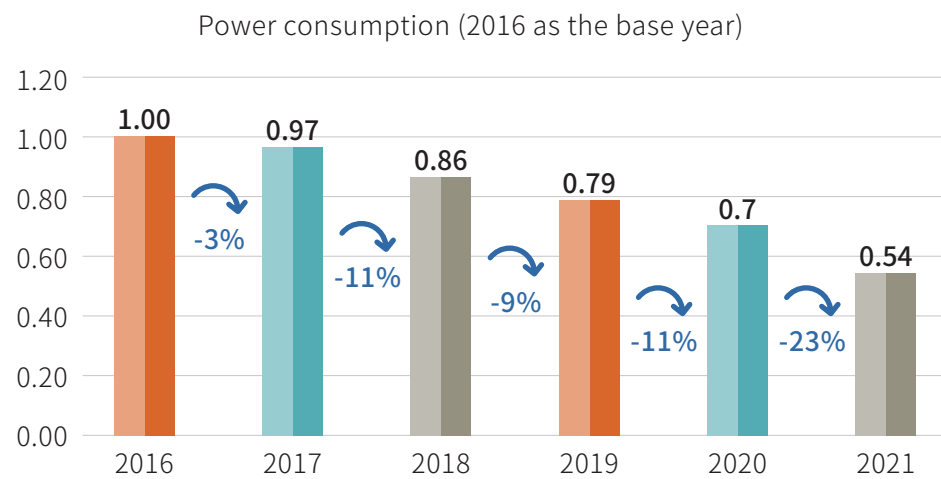
Since MediaTek's chipsets power a variety of end devices, environmental considerations are included at the IC design stage. We aim to reduce the impact of climate changes during usage and disposal by minimizing power consumption and the physical size. We hope to continue improving capability in eco-friendly chip design thereby reducing our impact on the environment.

Usage

Enhancement of energy efficiency: Using the 2016 value as the baseline, we have lowered 23% of power consumption of major products in 2021 compared to 2020. Based on the shipment volume of 2021, MediaTek contributed to the energy conservation of devices powered by our products by 667 million kWh of electricity per year, which is equivalent to 334,834 tons of carbon dioxide emissions, the amount of carbon sequestration of 396,254 acres of US forest in one year, or 91,974 American households' electricity consumption in one year^{Note}.

[Note] Basis of calculation: The electricity emission factor (0.502 kg CO₂e/kWh) is based on data released by the Taiwan Bureau of Energy. Other conversions reference the Greenhouse Gas Equivalencies Calculator of the United States Environmental Protection Agency. (Every year 0.84 metric tons of CO₂ is sequestered by one acre of average US forest and an American household average electricity consumption of 11,880 kWh.)

Power Consumption Trend for Recent Years



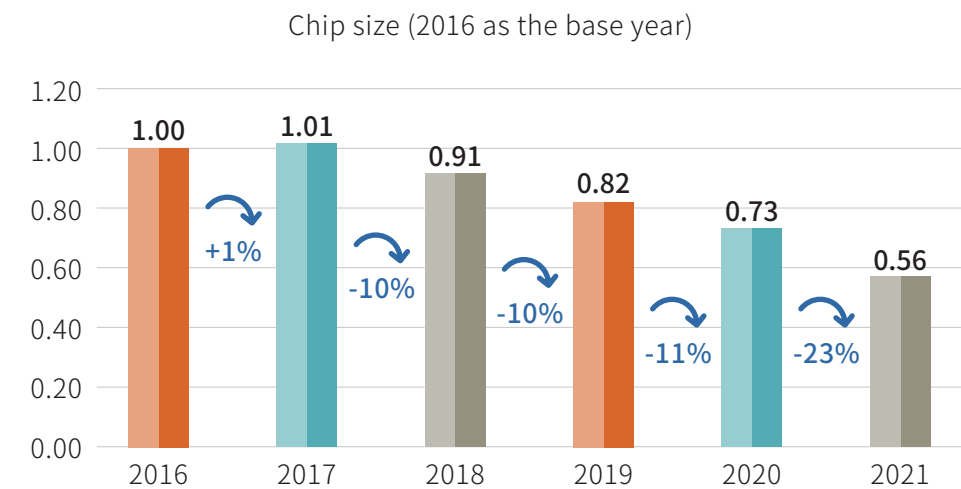
Disposal

Minimization of chip designs: Using the 2016 value as the baseline, we have reduced the size of major products by 23% in 2021 compared to 2020, equivalent to 81,070 kg of waste reduction, or 167 tons carbon emissions reduction^{Note1}. Furthermore, the Company is firmly committed to its HSF (Hazardous Substance Free) policy for the whole supply chain, adoption of green and eco-friendly design concepts from the source covering the whole product life cycle, and requested implementation of green innovation by suppliers^{Note2}.

[Note 1] Conversion based on the parameters set by the Environmental Protection Administration of Taiwan, where 1kg of waste production increases 2.06kg of carbon emission.

[Note 2] Please refer to 5.1.1 Responsible Supply Chain Management and Procurement Mechanism for details on supplier management mechanisms.

Chip Size Trend for Recent Years



3 Talent

MediaTek provides an environment of diversity and to attract global talent, with opportunities for them to unleash their potential and grow with the company.

3.1 Talent Strategy

3.2 Talent Attraction and Retention

3.3 Employee Development

3.4 Employee Experience

Material Issues in this Chapter

- Talent Attraction and Retention
- Employee Development
- Multi-channel Communication

Global turnover rate is at **8.2%**, whilst the number for Taiwan is at **6.4%**, lower than industry average. (The average employee turnover rate for high-tech industry is at 18.2% globally and 10.2% for Taiwan.)

In 2022, Taiwan Stock Exchange published "the average employee salary expense" for 2021. MediaTek ranked Top 3 in Taiwan with **NTD 5.138 million**.

86% of the group-wide employees took part in the employee survey and more than **90%** of the score for the indicators is ahead of the global high-tech norm.

Upgraded corporate e-learning platform to improve user experience. Garnered a total of 613,274 visits, increased by **63%** from 2020.

Launch 360-degree feedback program for leadership competence. The participation rate reached **85%** with 23,108 visits.

Enlarged AI chatbot, Alpha's service scope from human resources to legal and intellectual property. And deployed to overseas offices, providing real time assistance.

MediaTek firmly believes that the key to success is "uniting talent through core values". By practicing the core values, we constantly seek to innovate and make breakthroughs in products, technologies, processes, and services. We aim to inspire conviction, establish ethical collaborations and a strong team spirit to unlock the creativity potential in all employees.

Our talent strategy, employee development and employee experience are built on the core values. We aim to attract talents that agree to MediaTek's values, also enable employees in gaining satisfaction from their work and fulfilling their potential consistently.

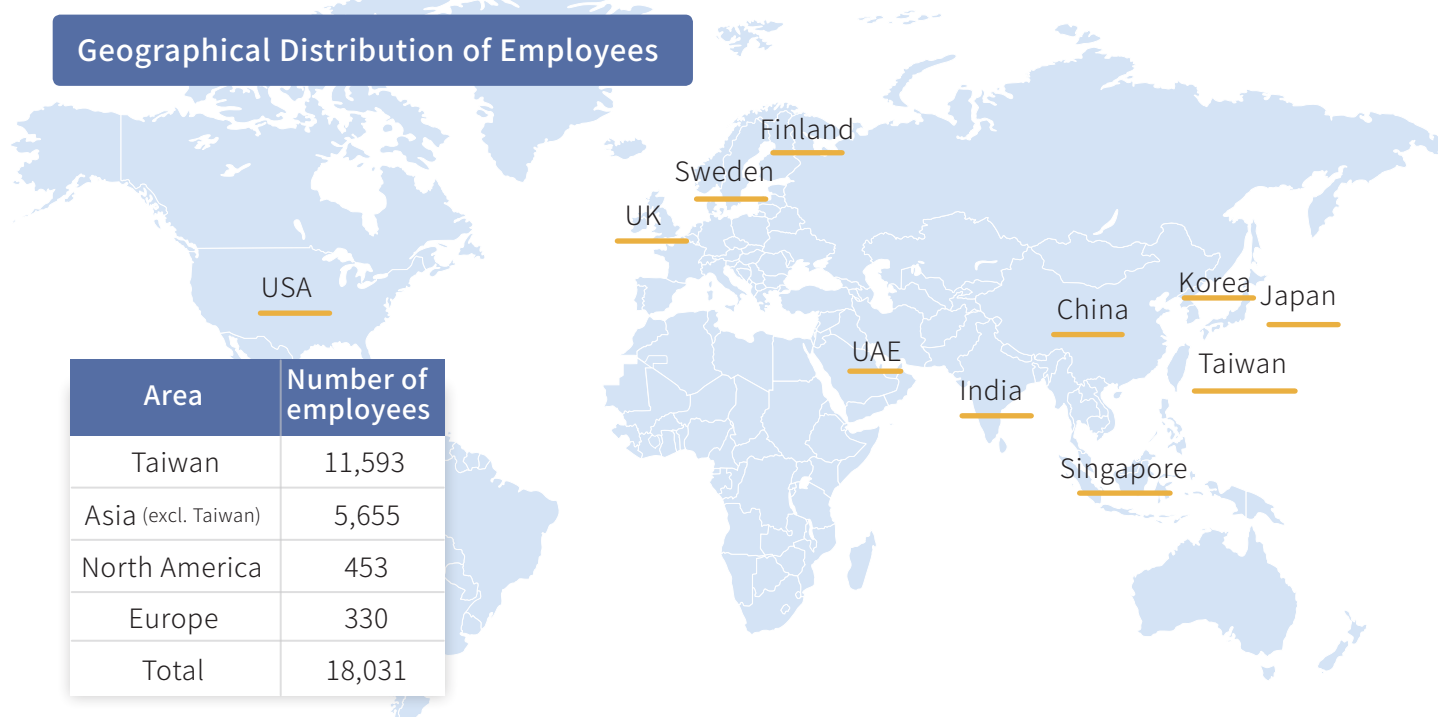


3.1 Talent Strategy

As research and development is a core requirement, MediaTek is driven by a need to seek out leading technical talent globally. As of the end 2021, the total number of our staff (including contractors) amounted to 18,031. To effectively leverage our global R&D capacity, MediaTek has established 27 sites around the world. The overseas employees constitute 35.7% of the total employees. We hope to increase the timeliness of product development and technical support through exchanges and collaboration between our global employees.

Overseas employees are defined as employees not located in Taiwan, regardless of their nationalities

Geographical Distribution of Employees



Total Number of Employees	Number of Foreign Employees ¹ (Individual)	Percentage of Foreign Employees (%)
18,031	878	4.9%
	Number of Expatriates ² (Individual)	Percentage of Expatriates (%)
	12	0.1%

[Note 1] Foreign employees refer to employees that require a work permit issued by country of employment.
 [Note 2] Expatriates refer to employees whose country of work performed is not in the country of employment.

Follow International Human Rights Standards

MediaTek fully complies with the local laws and regulations wherever we operate. All employees are contracted in accordance with the law and regulations. Our Work Rules clearly stipulate that there should be no incidence of forced labor, and employee work hours are set in accordance with labor laws. In Taiwan, if we need to terminate employee contracts due to special circumstance, we give advance notice of termination and subsequently provide relevant severance payments according to the Labor Standards Act.

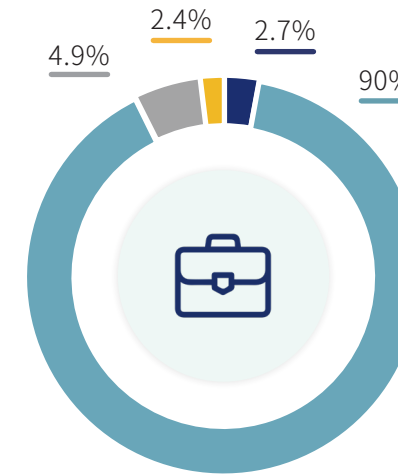
(For information on risks of human rights violation, please see section 4.5 Risk Management [↗](#))

3.1.1 Human Resource Structure

MediaTek maintains a steady human resource structure and consistently growing outstanding talents to fulfil the corporate operation goals in terms of innovation, business development and cross functional collaboration.

Proportion of Employee Duties

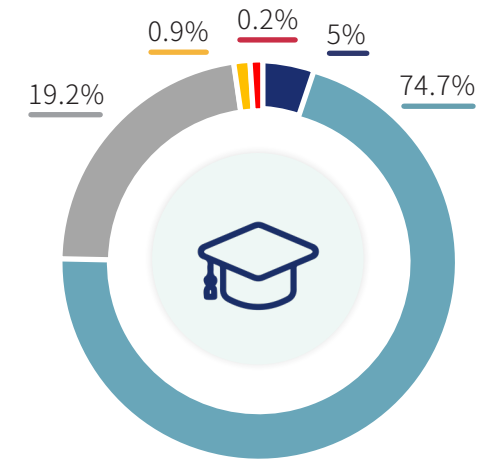
Approximately 90% of the employees are R&D and technical support personnel.



- Marketing personnel
- Research and development personnel
- Administrative and management personnel
- Supply chain personnel

Distribution of Employee Education Level

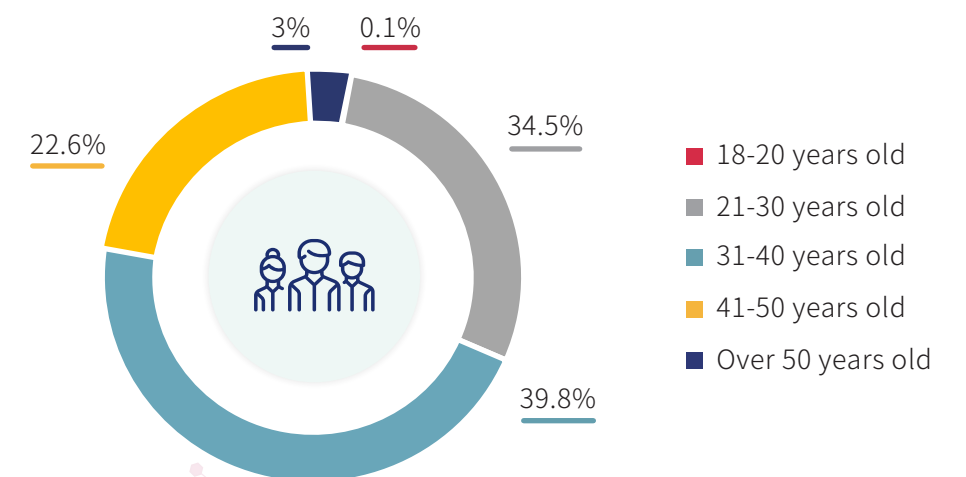
79.7% of employees hold doctorate or master degrees.



- Doctorate
- Bachelor's degree
- Master's degree
- College
- High school

Employee Age Distribution

Our employees mainly range from 31 to 40 years old. The under 30 years old constituted 34.6% and over 40 years old constituted 25.6%.



- 18-20 years old
- 21-30 years old
- 31-40 years old
- 41-50 years old
- Over 50 years old

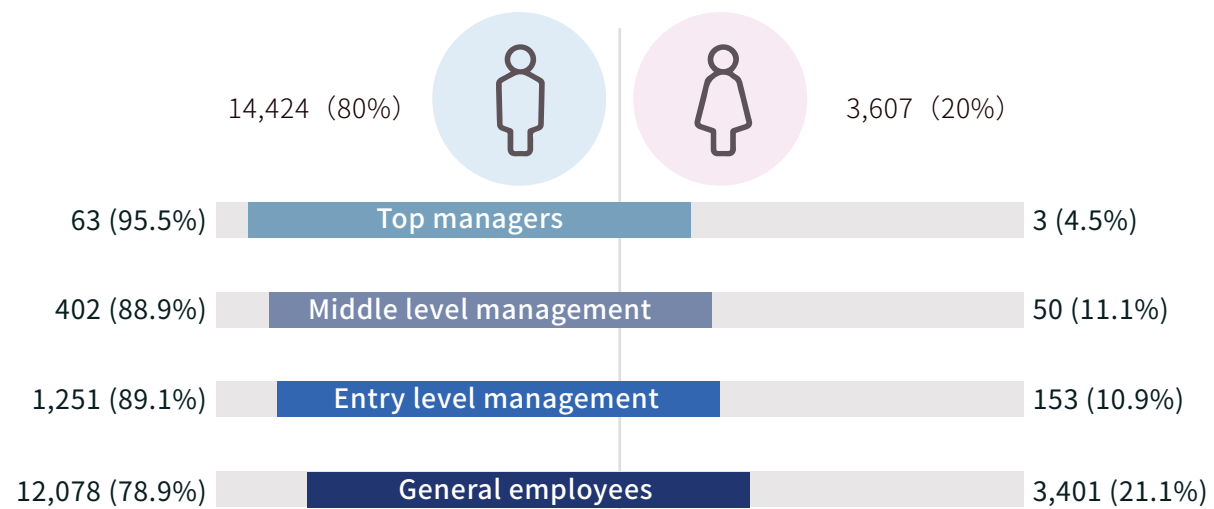
Type of Employment

The permanent employees accounted 99.5%. Also, we hired disabled individuals and guarantees their employment rights in line with the law and regulations. In 2021, a total of 77 disabled individuals were hired and provided with fair employment opportunity.

Labor Contract	Type of Labor	Male	Female	Subtotal
Permanent	Full-time	13,675	3,064	16,739
	Part-time	4	5	9
	Subtotal	13,679	3,069	16,748
None Permanent	Full-time	702	512	1,214
	Part-time	43	26	69
	Subtotal	745	538	1,283

Distribution of Gender by Levels

The majority of MediaTek employees are men, given the characteristics of the labor market in the tech industry. In terms of recruitment, both genders are equally welcome.



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

[Note] The scope of information is pertaining to MediaTek and its subsidiaries, not including independent operating subsidiaries (Airoha Technology Corp. and Richtek Technology Corp.)

[Note] The information above was retrieved on December 31, 2021.

Female Employment

At MediaTek in 2021, women took up 20% of employees, and female R&D personnel 18%, the latter higher than the proportion of women among electrical engineering, computer science, and information engineering graduates in Taiwan (13-15%).

MediaTek is committed to create a friendly and fair workplace for female employees. In 2021, female employees constituted 20% of total employees of MediaTek. The female employees in R&D and technical departments amounted to 2,907 individuals, which accounted 18% of total employees in R&D and technical department, higher than the average female graduates of electronics, electrical, and computer science and information engineering in Taiwan (13~15%). Our salary for new recruits is based on the factors including required capability, skillset, education, work experience as well as market standard and existing practice within the company. The base salary for all employees is higher than the government minimum wage also free of gender, race, ethnicity, age, religion, sexual orientation and marital status discriminations.



3.2 Talent Attraction and Retention

Management Guidelines: Talent Attraction and Retention

GRI 103-1 · 103-2 · 103-3 · 401-1 · 401-3

Importance to MediaTek

Talents are our foremost assets. MediaTek has been striving to enlist excellent talent to join its professional team via multiple recruitment channels, offering them compensations with market competitiveness and internal equity, as well as multiple impressive fringe benefits to enhance their engagement and drive sustainable business growth of the company.

Commitments and Policies

The company has instituted responsible organization and unit, recruiting necessary talent via multiple innovative channels and formulating overall compensation strategy with industry competitiveness, as well as legally compliant retirement benefits and multiple fringe benefits, such as various subsidies and annual physical examination, which shape a wholistic workplace for sustainable corporate development.

Goals

Short-term

- Establish diverse and innovative recruitment channels to attract targeted talents
- Provide competitive compensation and benefits.
- Establish employee-oriented flexible fringe benefits.

Mid and long-term

- Continue offering performance-oriented and competitive compensations
- Provide an innovative and challenging environment, to inspire employees' potential.
- Continue caring for employees' mental and physical health and providing a wholistic workplace

Achievements

In 2021, the Taiwan Stock Exchange (TWSE) published "the average cost of employee remuneration, average salary" and "the median salary of full-time nonmanagerial employees" of listed companies for 2020. MediaTek in the leading group amongst semiconductor listed companies with NTD 3.415 million, NTD 3.089 million and NTD 2.641 million in the respective categories.

Talent recruitment, employment and retention

- Employment rate ^{Note} = 17 times
- On-boarding rate ^{Note} = 87%
- Retention rate = 88% new hires retained within 3 years; 98% new rehires retained within 2 years
- Employee turnover rate = 8.2%, worldwide; 6.4% in Taiwan

Management approach

Responsible Unit

- Relevant human resource management unit and employee welfare committee.

Resources

- Operational management budget, employee welfare fund, etc.

Communication channels

- Manager communication meetings
- Labor-management meetings
- Communication platform (FAQ)
- Employee suggestion mailbox
- Company feedback mailbox
- Satisfaction survey for corporate activities
- AI Chatbot
- Recruitment platform

Evaluation mechanism

- Periodic review of overall compensation structure and policy on leave every year to assure their industry competitiveness
- Talent acquisition rate, onboarding rate, retention rate, and turnover rate
- Annual satisfaction survey for corporate events
- Status of annual subsidy or physical examination

Achievements

Fringe benefits for employees and dependents

- Flexible fringe benefits: Rate of reimbursement application reached 97% in 2021.
- Physical examination subsidy: Rate of reimbursement application reached 93% in 2021.
- Corporate well-being activities
In 2021, in Taiwan headquarters and overseas branches held 37 well-being activities with the total of 5,486 employees participated.

[Note] Employment rate = Number of applicants/Number of employment
 [Note] On-boarding rate = Number of reporting to work/ number of issued employment contracts

3.2.1 Recruitment and Retention

MediaTek is the number four fabless semiconductor company. Talents are the most important assets of the Company. They are not only the key to the sustainable growth of the Company, but also the drive of innovation in the industry. MediaTek proactively attracts key talents from industry, academia and R&D institutions globally via a set of diverse recruitment approaches and external communication channels. Furthermore, we are committed to cultivates talents to keep up with the latest trends and has established professional competence development mechanism to proactively retain talents.

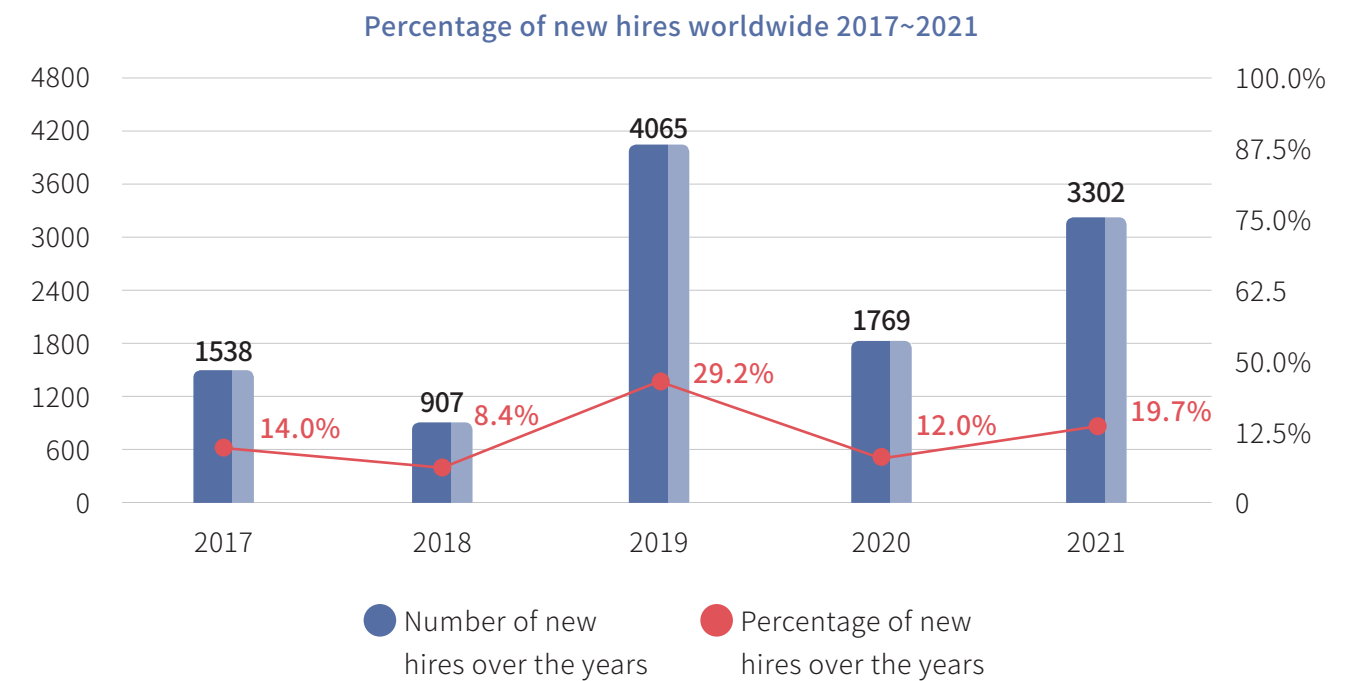
[Note] 2021 TrendForce Research Report

In 2021, MediaTek had recruited 3,302 individuals globally, of which, 68% of them were under 30 years old, maintaining a relatively younger workforce in MediaTek, driving diversified and innovative thought into reach and development.

Meanwhile, in 2021, the global tureover rate amounted to 8.2%, whilst in Taiwan, it amounted to 6.4%, both of which were way lower than the average global (18.2%) and Taiwan high-tech industry (10.2%) figures.

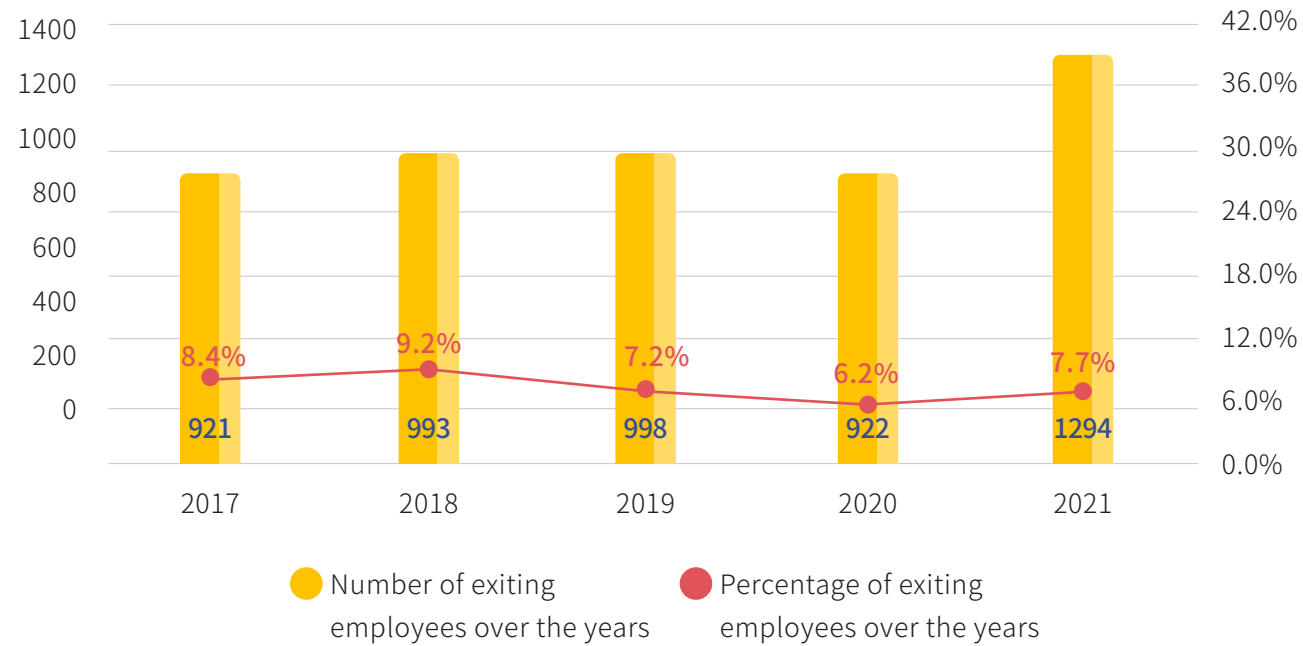
(As per 2021 Radford market research report)

Turnover rate= number of employees exiting / (number of employees at year start+ number of employees at year end / 2)



In 2021, the number of new hires amounted to 3,302, taking 19.7% of total employees.

Percentage of exiting employees worldwide 2017~2021



In 2021, the number of exiting employees amounted to 1,294, taking 7.7% of total employees.

[Note] Proportion of new hires: Number of new hires / Total number of employees at the end of the year
 Proportion of exiting employees: Number of exiting employees / Total number of employees at the end of the year

New hires and exiting employees worldwide

Category		2021 new hires		2021 exiting employees	
		Number of people	Proportion of employees in category	Number of people	Proportion of employees in category
By gender 16,748	Female (=3,069)	595	19.4%	235	7.7%
	Male (=13,679)	2,707	19.8%	1,059	7.7%
By age 16,748	Over 51 years old (=494)	44	8.9%	31	6.3%
	31-50 years old (=11,007)	1,005	9.1%	777	7.1%
	Below 30 years old (=5,247)	2,253	42.9%	486	9.3%
By location 16,748	Taiwan (=10,909)	2,185	20.0%	648	5.9%
	Asia (exclude Taiwan) (=5,123)	1,010	19.7%	590	11.5%
	North America (=420)	73	17.4%	48	11.4%
	Europe (=298)	34	11.5%	8	2.7%
Total		3,302	19.7%	1,294	7.7%

Recruitment and offer-to-acceptance rates

MediaTek provides competitive compensation and benefits, innovative working and learning environment and opportunity to grow with us to attract global talents. In 2021, we had recruited 3,302 individuals while received 56,717 resumes, 17 times of the number of new hires. The offer-to-acceptance rates was approximately 87%, showcasing MediaTek is an employer of choice among global talents.

Item	Number of individuals	Applications per job %
2021 Number of applicants (A)	56,717	17
2021 Number of planned to hire (B)	3,302	
Item	Number of individuals	Offer-to-acceptance rates%
2021 Number of applicants who accepted our job offers (C)	3,302	87%
2021 Number of offers issued	3,795	

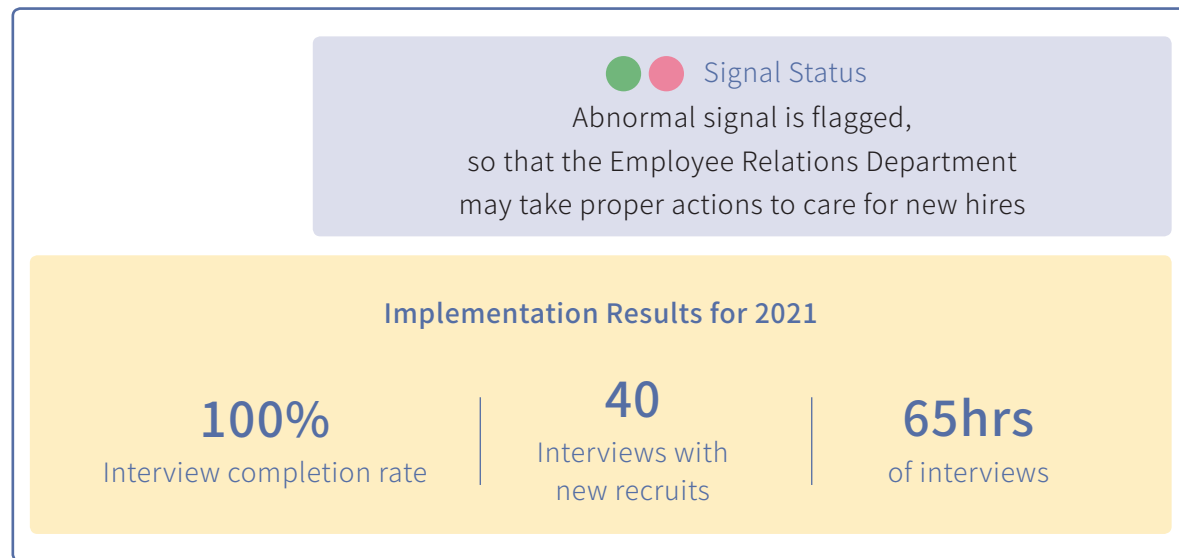
[Note] Formulas for calculation: Applications per job (%)=A/B; offer-to-acceptance rates (%)=C/D.

Retention of new hires and care system

In order to help our new hires adapt to our work environments and thereby increase the retention rate, we established a "Care System for new hires". We have established a "Buddy system" where we designate employees from appropriate departments to serve as "buddies" for new hires and help them to adapt to their work. Furthermore, we also implemented the 90 day care survey for the new hires to feedback on any issues in time. When necessary professional counsellor can get involved and aid. In Taiwan 99.9% on new hires participant the feedback survey in 2021.

Procedures of the Care System for new hires





Apart from comprehensive Care System and training for new hires, MediaTek also helps our employees gain a sense of accomplishment from their daily work by building on our innovative culture and industrial leadership as we continue to attract top-tier talent. According to 2021 statistics, the three-year retention rate for new hires was approximately 92%, whilst the two-year retention rate for new hires was 91%.

Three-year and two-year retention rates worldwide

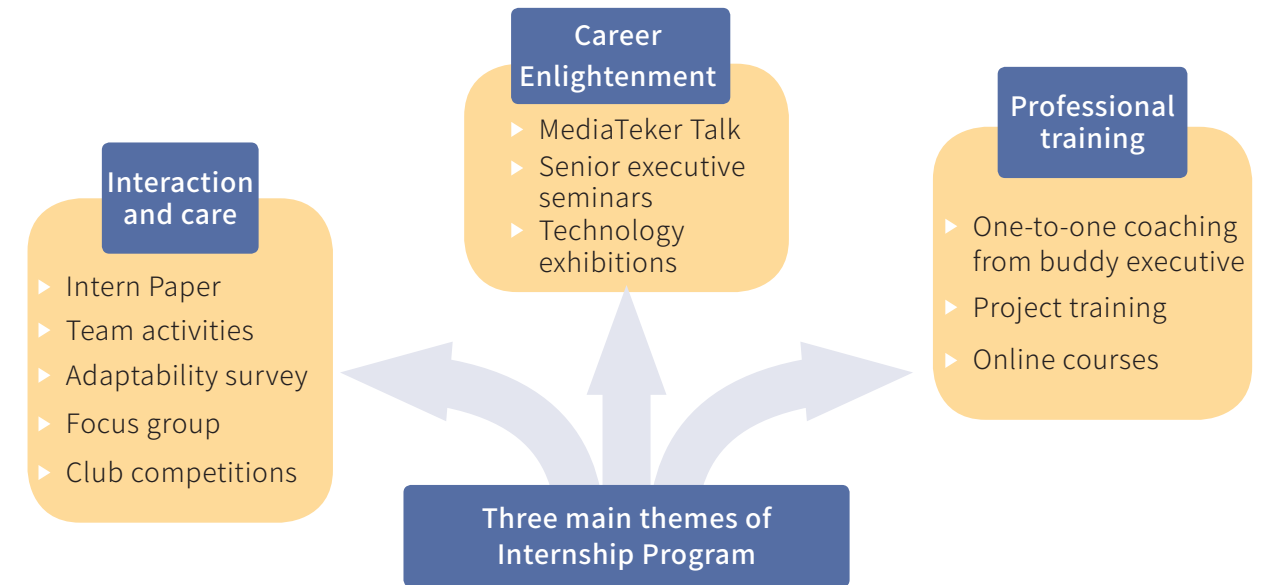
Item	2019	2020	2021
Two-Year Retention Rates for new hires %	95%	92%	98%
Three-Year Retention Rates for new hires %	92%	91%	88%

3.2.2 Diverse Recruitment Channels

MediaTek is keen to expand its recruitment approaches. Our talent strategy was designed to support MediaTek's sustainable growth. We built our own talent management system on the official website, providing a user friendly interface for applicants also increasing the efficiency throughout the process. Meanwhile, we still leverage resources from job search website, targeted job faires and internal referral. Furthermore, the Company also proactively collaborates with major universities and undertakes industry-academia cooperation. The overall investment made has amounted to NTD1.2 billion. In 2021, the Company had produced many recruitment videos, featuring employees in IC design positions and internship program. The campaign reached over one million clicks on YouTube.



2021 Internship Program Highlight - Taiwan



Internship Program

MediaTeker Talk

Setting "Daring to dream" as the theme, MediaTek invites engineers to share their interests outside work. The number of participants amounted to 180 individuals.

Intern Paper

MediaTek's internal newsletter covering internship activities, intern experience sharing and interviews with MediaTek employees. In 2021, six issues were published, in which 32 interns shared their experience in MediaTek.



MediaTeker Talk

Fellow Talk and product unboxing: The Company invites awarded IEEE managers to do technology sharing session. Also, product managers are invited to share various operational aspects with interns, from IC

Industry-university Cooperation

- Invested more than 1.2 billion NTD in industry-university collaborations over 19 years
- Established NTU IoX Center, NCTU Innovative Research Center, and NTHU Research Center
- Established NTU IoX Center, NCTU Innovative Research Center, and NTHU Research Center

Promote "IC Designing Education Program"

To cultivate more semiconductor talents, MediaTek has been collaborating with many universities to launch "IC Designing Education Program", encouraging students to study the relevant modules. It helps students to deepen the required capabilities in IC designing, also gives students in different majors an opportunity to develop another field of expertise.

The education program can be divided into two principal categories, "Digital IC Designing" and "Analog/Radio Frequency (RF) IC Designing". Of which, the universities shall design seven undergraduate modules and four postgraduate modules for the program. Apart from the existing teaching capacity imparting the basic knowledge essential for IC designing, MediaTek also sends employees to the lecture, bringing the field experiences into classroom. The

designing and manufacturing, to procedures for pricing, distribution and sales, allowing interns to better understand the relationship between IC designing and products.

In 2021, a total of 120 interns received formal offer and could join MediaTek once graduate in the following year.

universities that MediaTek collaborates with include National Taiwan University, National Yang Ming Chiao Tung University, National Cheng Kung University, National Chung Hsing University, National Taiwan University of Science and Technology, etc. Nearly 1,000 students have applied for the program.

- 
NTHU Research Center
 Strengthen establishment of communication standards, mobile computing, and other domains
- 
NTU IoX Center
 Conduct research on wireless access, smart handheld devices, mobile networks, mobile application services, and other research
- 
NCTU Innovative Research Center
 Develop new generation processors, computers, communication systems, applications, and system software

Internship Program - Overseas Locations

China

- ▶ The Trip Down IC Lane was streamed online and invited 803 pre-accepted students to attend. They were given an opportunity to connect with their seniors in MediaTek, experience the workplace and corporate culture, also foster a sense of belong among employees.
- ▶ The internship program recruits approximately 100 university students. The program lasts between one to three months, allowing students to experience work and life in MediaTek. About 80% of the interns meet the job requirements after completing the internship program and have been recruited as permanent employee.
- ▶ School-enterprise cooperation. Collaborate with the top-tier universities in China including University of Electronic Science and Technology of China, Southeast University and Xidian University. The number of participants has exceeded 500 students. Activities such as technology comtest, summer camps, etc. allow university students to gain an understanding of MediaTek from technology, company and brand aspects.

Internship program - Overseas sites

China



United Kingdom

- ▶ Internship program: MediaTek provides graduate internship programs in Imperial College, Southampton University and other universities.
- ▶ Scholarship program: MediaTek awards scholarship to postgraduate students in Imperial College, and collaborates with STEP to award scholarship to doctorate students in University College Dublin who major in RF IC.
- ▶ Academic program- MediaTek is one of the founding members of Non-Terrestrial Network Special Interest Group (NTN SIG) and consistently provides internship opportunities to undergraduates and doctorate students via NTN SIG.

3.2.3 Compensation Competitiveness

MediaTek provides competitive and sustainable compensation to attract top global talents and strengthening the retention of existing employees. Each year, MediaTek evaluates the current compensation level of the local market to ensure the competitiveness in the market. According to 2021 statistics of the Taiwan Stock Exchange (TWSE), MediaTek's employees received pays among the leading group of the local semiconductor industry, in terms of average cost of employee remuneration, average salary and median salary of full-time non-managerial employees.

Furthermore, MediaTek designs compensation policies that comply with local demands and standards, and which are based on local regulations, industry practice, and talent-market conditions at our respective operational sites; our compensation policies do not discriminate based on gender, nationality, race, age, or religion.

Average Cost of Employees Remuneration in Taiwan in 2020 and 2021

MediaTek	2020	2021
Average Cost of Employees Remuneration	3,415 (thousand NTD)	5,138 (thousand NTD)

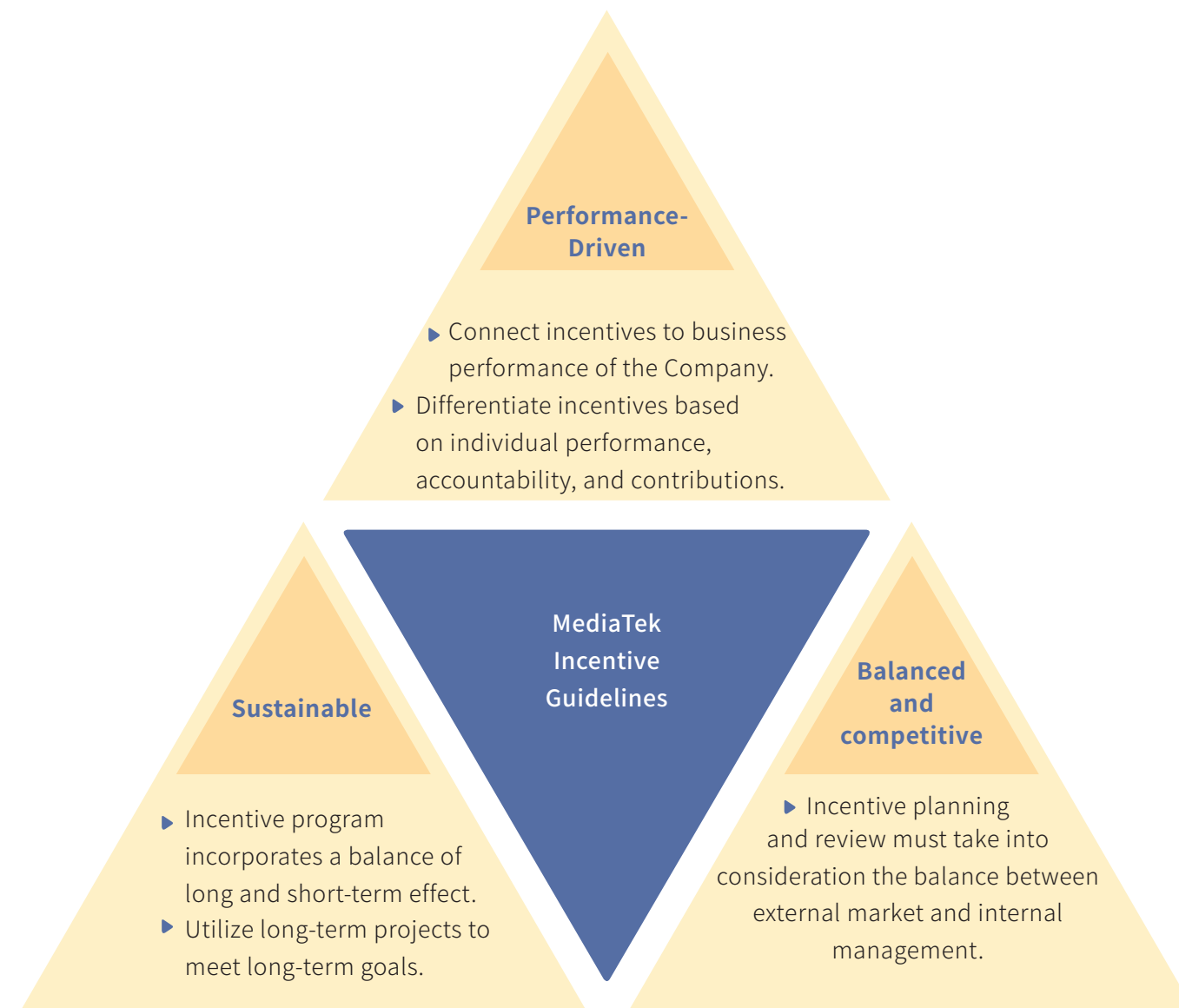
Average and Median Salaries for Full-Time Non-Managerial Employees in Taiwan in 2020 and 2021

MediaTek	Full-Time Non-Managerial Employees	
	2020	2021
Total Salary of Full-Time Non-Managerial Employees Employees (A)	27,002,965 (thousand NTD)	46,833,111 (thousand NTD)
Number of Full-Time Non-Managerial Employees Employees (B)	8,741	9,094
"Average Salary" of Full-Time Non-Managerial Employees Employees (A/B)	3,089 (thousand NTD)	5,150 (thousand NTD)
"Median Salary" of Full-Time Non-Managerial Employees Employees	2,641(thousand NTD)	3,992(thousand NTD)

Link compensation scheme with corporate sustainable development

Our overall compensation policies adhere to MediaTek's short-term and mid- to long-term operational goals. They have been established in accordance with the job duties and roles of our employees; employee knowledge, skills, and capabilities; individual performance and the Company's operational performance.

MediaTek makes appropriate base salary adjustment according to the local macroeconomic indicators, overall market pay level and other relevant guidelines. We regularly make applicable adjustments each year to fulfil the spirit of labor-management profit sharing.



3.2.4 Retirement Planning

MediaTek's domestic and overseas sites all comply with local regulations when formulating employee retirement plans. In accordance with the Labor Pension Act, MediaTek has established a defined contribution plan, currently 99.2% of our employees adopt the new pension plan while 0.8% of employees still adopt the old pension plan (stipulated by the Labor Standards Act). MediaTek and its domestic subsidiaries appropriate 2% of total salaries each month to serve as pension funds in accordance with the Labor Standards Act, and these funds are saved to a dedicated account at the Bank of Taiwan in the name of the Labor Pension Fund Supervisory Committee. The amount of pension funding appropriated in 2021 was 2.068 billion NTD.

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

3.3 Talent Development



Management Guidelines: Talent Development

GRI 103-1 · 103-2 · 103-3 · 404-1

Importance to MediaTek

The sustainable operation and growth of MediaTek depend on the professionalism and management capabilities exhibited by our employees. Via training and development mechanism for different levels, we seek to enhance the competitiveness of employees and management, making MediaTek a global leading semiconductor company in terms of technology and operation.

Commitments and Policies

Our company has designated teams to plan and develop corresponding training and learning resources to employees and executives of different levels and roles, assisting them in job competence cultivation and career development.

Goals	<p>Short-term</p> <ul style="list-style-type: none"> Strengthen the job requirements for managers to cater to the future challenge and growth facing the Company. Re-visit the learning development blueprint of managers to respond to environmental changes and cultivate leadership talents that can take on future challenges. Provide employees with training to enhance individual performance and professional competence so as to assist their career development. 	Achievements
	<p>Mid and long-term</p> <ul style="list-style-type: none"> Enhance the leadership skills for managers of different levels via competency development oriented manager training program. Facilitate the innovative thinking and competitiveness of employees by constantly conducting advanced technological seminars and courses. 	
<p>Talent development</p> <ul style="list-style-type: none"> Implement 360 feedback for leadership competency development <ul style="list-style-type: none"> In 2021, our company developed 360 feedback indicators and system platform based on our leadership competency model. As for the feedback, our company wide participation rate reached 85 for the feedback %, translating to a total of 23,108 individual feedbacks. The organizing team conducted several "report reading sessions" ; senior executives were also invited to share their experiences of giving & receiving feedback. More than 1,000 participants have taken part in the sessions; ensuring our managers were able to make use of the feedback results as an important reference for leadership development. 		

Goals	<ul style="list-style-type: none"> Maintain the technological and operational leading position by enhancing the professional skills and management capabilities of employees and managers. 	Achievements
	<p>Responsible Unit</p> <ul style="list-style-type: none"> Training and Development team, Management Development Committee, Project Management Training Committee and AI Training Committee. 	
	<p>Resources</p> <ul style="list-style-type: none"> Operational management and training development budget. 	
Management approach	<p>Communication channels</p> <ul style="list-style-type: none"> Internal learning development website of the Company. Online learning platform (different from the learning website) Communication platform (FAQ) AI Chatbot Email Communication meeting of all levels Employee satisfaction survey 	<ul style="list-style-type: none"> High potential talent <ul style="list-style-type: none"> 1,578 man-hours were accumulated in our 2021 high potential talent development program. Upgrade our global learning platform strengthen user experience: The platform had garnered a total of 613,274 visits, which had increased by 63% as compared to 2020. Responding to pandemic requirements <ul style="list-style-type: none"> Due to the COVID-19 pandemic, apart from providing managers and employees guideline for working from home as a reference, MediaTek had also live-streamed three experience sharing sessions for managers pertaining to remote supervision, which garnered a total of 900 participants. Meanwhile, the Company had also recorded two podcasts to address the physical and mental adjustments under the pandemic, providing online learning for over 1,000 participants. Best practice sharing <ul style="list-style-type: none"> In 2021, 22 teams took part in competing for Innovation Award and Special Contribution Award. After the competition, video clips were made to share the success stories and experiences of the six winning teams. Via promotion activities for the newly launched online learning platform, the video clips were well received, gaining more than 2,500 views.
	<p>Evaluation mechanism</p> <ul style="list-style-type: none"> Pre-course survey Post-course survey Sharing session on application learning Professional technological subject examination Technical report publication Observation and evaluation of management behavior 360 development evaluation tool 	
	<p>Responsible Unit</p> <ul style="list-style-type: none"> Training and Development team, Management Development Committee, Project Management Training Committee and AI Training Committee. 	

- AI educational program and CTO AI Talks: 3,433 participants
- In 2021, all internal classroom courses saw an average satisfaction score of more than 94 points (over 100 points).

MediaTek WW Training Statistics

Item	Male		Female		Total
	Managers	Non-managerial-role employees	Managers	Non-managerial-role employees	
Number of participants (person)	1,716	12,708	206	3,401	18,031
Total number of training hours (hour)	33,832	307,304	4,143	78,718	423,996
Average training hours (hour)	19.7	24.2	20.1	23.1	23.5

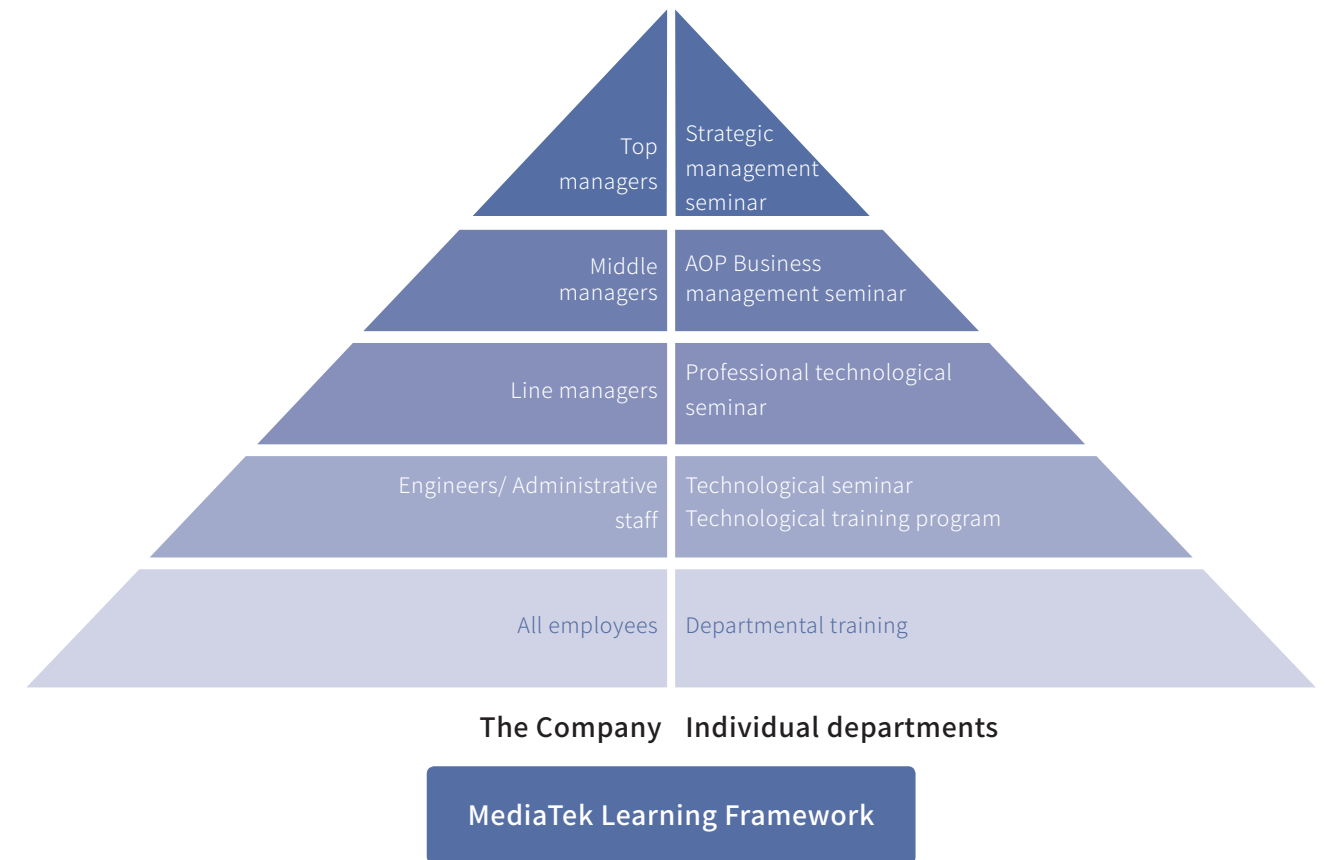
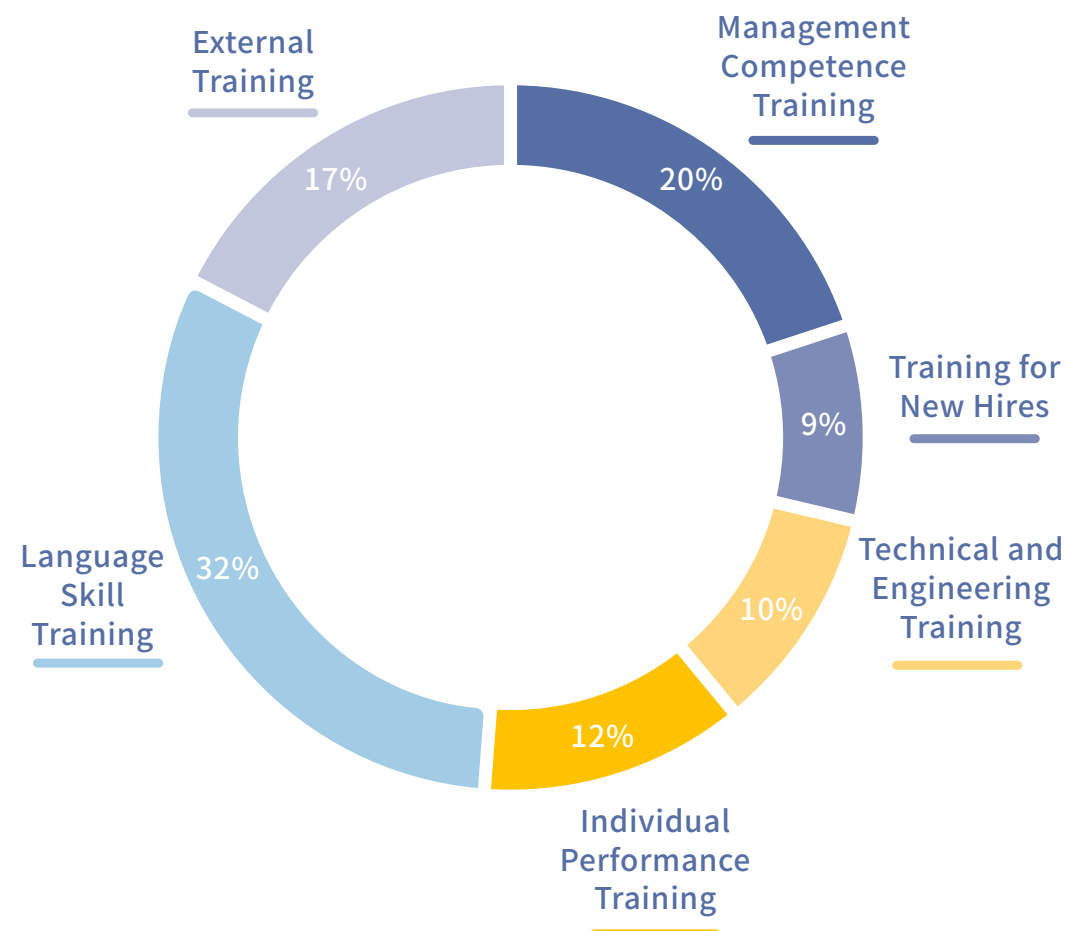
3.3.1 Talent Development Plan

MediaTek revisited the leadership competency model for managers in 2020. Further in 2021, we launched our 360-degree feedback based on leadership competency model. With the platform and its mechanism, constructive feedback was provided to managers via diverse and comprehensive perspectives, including the manager's supervisors, peers and subordinates, allowing the managers to gain a comprehensive understanding of individual leadership advantage and areas for improvement.

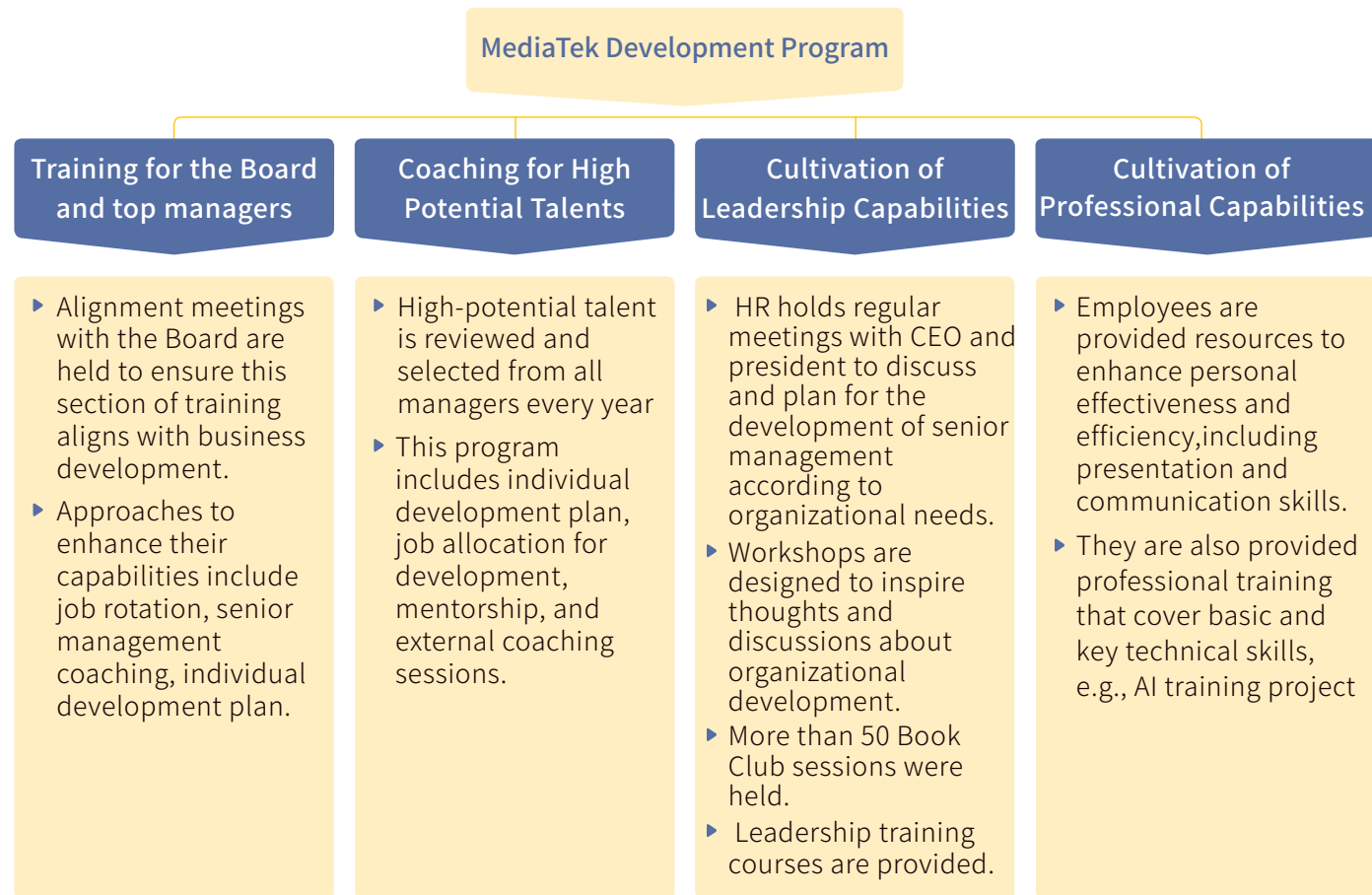
Under the concerted effort of all employees, the participation rate for our worldwide employees reached 85%, with a total of 23,108 feedbacks collected. The 360-degree feedback mechanism can accelerate the development of leadership competence for managers, lead organization members to grow together, and create a win-win feedback culture in the company.



MediaTek's training framework is designed around our core values, global operations and strategic development needs. Below illustrates the learning blueprint for managers of all levels, as well as employees as a whole.



Considering development goals from different perspectives, we provide a comprehensive training program to ensure the competence of an overall high quality talent pool, and strengthen the leadership and management capabilities of executives from different levels. The program includes the Board of Directors participating in the training development of senior executives, development of high potential talents, and leadership development and cultivation of professional competence of executives. By establishing individual development programs, the Company assists executives and employees to consistently strengthen the momentum for sustainable development of their career with a diverse and comprehensive education and training program.



Training for the Board and top managers

In succession plans for key management positions, MediaTek emphasizes that a successor must not only possess excellent corporate strategy plans and business competencies, but must also be focused on the belief and implementation of our core values (integrity, customer focus, innovation, conviction inspired by deep thinking, inclusiveness, and constant renewal). Our Board reviews periodically managers' performance and direction and plan for their development, to assure cultivation of top managers coincide with the direction of organizational and business development.

Coaching for High Potential Talents

To foster inclusive thinking with a general management and cross-team leadership, the company arranges coaching session with each high-potential middle and top managers at least once every month, with 167 attendees taking part in 2021 totaling 1500 man-hours. In addition, we also provide internal learning resources such as group synergy sessions and TED Talk leadership experience sharing sessions are provided to enhance leadership capabilities. After they completed the coaching, 58% middle and top managers and 33% line managers in our high-potential talent pool were promoted in 2021.

Cultivation of Leadership Capabilities

Chief human resource officer discusses periodically with the CEO and President over major organizational development and job rotation for top managers, in line with company's business status. The purpose is to cultivate leadership capability of top managers via cross-unit work experience.

Based on various organizational issues and needs, business and functional units design and hold theme workshops every year. Adopting different approaches and case studies, those workshops aimed to enhance problem-solving skills for managers. In 2021, themes of workshops included discussion on strategic directions, development of management competencies, problem analysis and solution, and cross-team collaboration.

In line with the annual focus of manager training, books are selected every year to be discussed in Managers' Book Club sessions to facilitate a management network where managers could exchange their thoughts and experience. In 2021, more than 50 sessions were held by different units. The books of the year were The Silo Effect and That's Not How We Do It Here!

Leadership Competency Model

Operational Leadership	Organizational Leadership	Strategic Leadership
Line Managers	Middle Managers	Top Managers
<ul style="list-style-type: none"> Facilitating changes Implementing innovation Developing talent Motivating crossteam collaboration Building highperformance teams 	<ul style="list-style-type: none"> Demonstrating business acumen Leading changes Initiating and driving innovation Building effective organizations Cultivating partnership 	<ul style="list-style-type: none"> Expanding global strategies Leading strategic breakthroughs Advancing core competitiveness

Cultivation of Professional Capabilities

MediaTek caters its professional training courses to employees and managers, making constant adjustments according to internal and external needs to uphold technology leadership. We made adjustments such as redesigning the roadmap for manager professional capability and learning development, as well as developing multi-language training resources (such as those on the AI learning portal) on the internal learning platform. In addition, we also collaborated with Arm in providing 13 sessions of professional training.



Results & Achievements

In 2021, the Company had invested NTD 37.28 million in education and training, amounting to an average of 8.6 hours in classroom training and garnering more than 8,000 participants.

Training Programs	Implementation Results
<p>Training for New Hires</p>	<ul style="list-style-type: none"> ▶ MediaTek provides Introduction of Company policies on the first day of work and an additional half-day training in common corporate language (core values, responsibilities, PDCA) 1 to 2 months afterwards to help our employees better understand our corporate culture. Due to COVID-19, the course on corporate culture was offered online so as to provide timely assistance for employees to fit into the workplace. In 2021, 2,556 attendees completed the course. ▶ MediaTek values workplace and laboratory safety, and therefore all engineering personnel are required to receive training in laboratory safety before working with lab equipment. ▶ CSR-related courses cover health and safety management, prevention of workplace sexual harassment, prevention of insider trading, etc. Training completion rates were 100%.
<p>Leadership Competency</p>	<p>In line with the company's strategic objectives and revised guidelines for leadership competencies, themes of management courses were redesigned to upgrade leadership competencies for managers using diverse learning methods. 2,710 attendees completed those courses in 2021 :</p> <ul style="list-style-type: none"> ▶ Middle managers case studies and group discussions are utilized to strengthen their business acumen, strategic thinking, and transformational leadership capability. ▶ Front-line managers Harvard Business School cases are used in class to guide them in comprehensive practical management and inclusive thinking. Newly promoted managers also had to join an exclusive three-day off-site workshop to enhance learning effectiveness and facilitate cross-functional networking. ▶ The company invited counseling psychologists to carry out a 6-hour sensitivity training for newly appointed managers and business units, the latter by request. In 2021, 5 physical and 2 virtual sessions were held with 202 managers and senior team leaders attended. ▶ To support managers in enhancing their leadership competencies, the company rolled out 360 feedback survey in 2021. Post-survey report reading and coaching sessions were held with over 700 managers attending them and learning from one another.

Training Programs	Implementation Results
<p>Technical and Engineering Training</p>	<ul style="list-style-type: none"> ▶ All 13 technical courses were conducted via video conference; attracting a total of 365 attendees, translating to 4491 training hours. In addition, we have introduced more 290 new courses, with over 16,000 participants globally. ▶ The Company persisted in its work on enhancing employees' AI capabilities. In 2021, we have recorded 1568 participations of our AI trainings. The CTO Talk series, where domestic and foreign experts were invited to analyze current trends and share the experience, attracted over 2,000 attendees. The AI for Managers lectures were offered to help managers grasp the trends from a management perspective, attracting 845 attendees.
<p>Personal Effectiveness Training</p>	<ul style="list-style-type: none"> ▶ Personal Effectiveness Training include classes on presentation techniques, project management, social interaction and communication, and creativity and innovation. Additionally, we also provide online courses on time management and meeting techniques that employees can take flexibly. 1,860 attendees completed the training in 2021.
<p>Language Training</p>	<ul style="list-style-type: none"> ▶ Provided training courses for English and Japanese language proficiency. Apart from in-person teaching, online English program has also been provided to cater to different learning needs. In 2021, a total of 1,349 participants had completed the courses.
<p>External Training</p>	<ul style="list-style-type: none"> ▶ We subsidize our employees for external training opportunities based on their job requirements to strengthen their professional skills. In 2021, a total of 351 participants applied for the subsidies.
<p>Learning Resources for Working from Home</p>	<ul style="list-style-type: none"> ▶ Under COVID-19, we provided our employees and managers with training resources to cater to the needs for managing the needs of working from home. ▶ In 2021, 3 sharing sessions were conducted for managers in understand the challenges and opportunities of working from home, and a total of 900 participants attended the live stream sessions. At the same time, the Company also invited external psychologists to produce two podcasts to talk about managing one's priorities & well-being under the pandemic, with over 1,000 listeners for the series.



|| 3.3.2 Diverse Learning Resources and Channels

MediaTek values talent training and development. Our managers help employees establish their annual IDP (Individual Development Plan) according to individual work content, performance evaluation results and career development needs. These serve as a reference for employee training plans.

Online Learning Platform

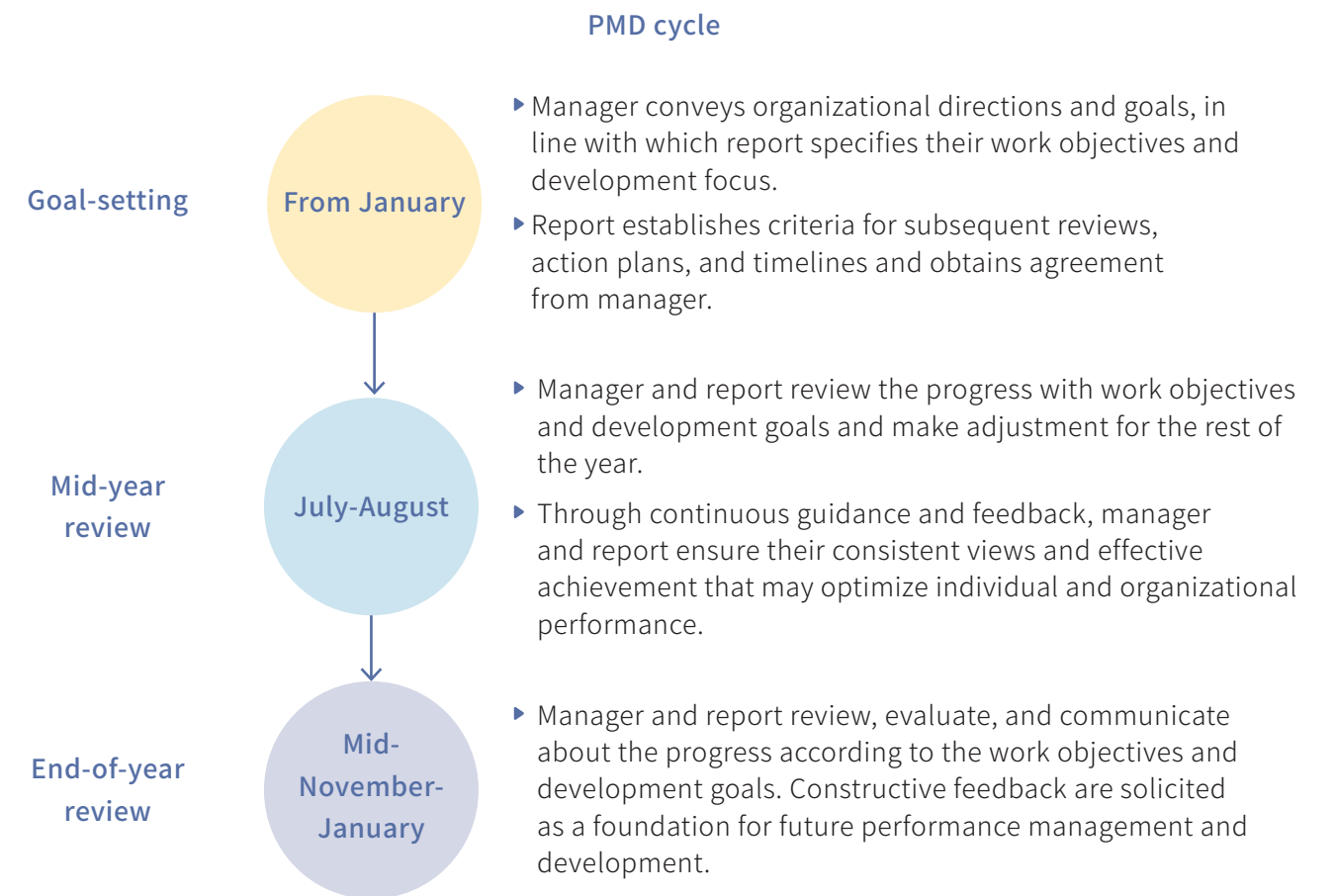
In 2020, the online learning portal was upgraded to a global interactive learning platform for sharing and co-creation, offering 3,041 online courses (as of March, 2022) to 613,274 attendees in 2021, up 63% from 2020. The platform provided an excellent channel for our employees and managers to enjoy diverse learning with better learning experience.

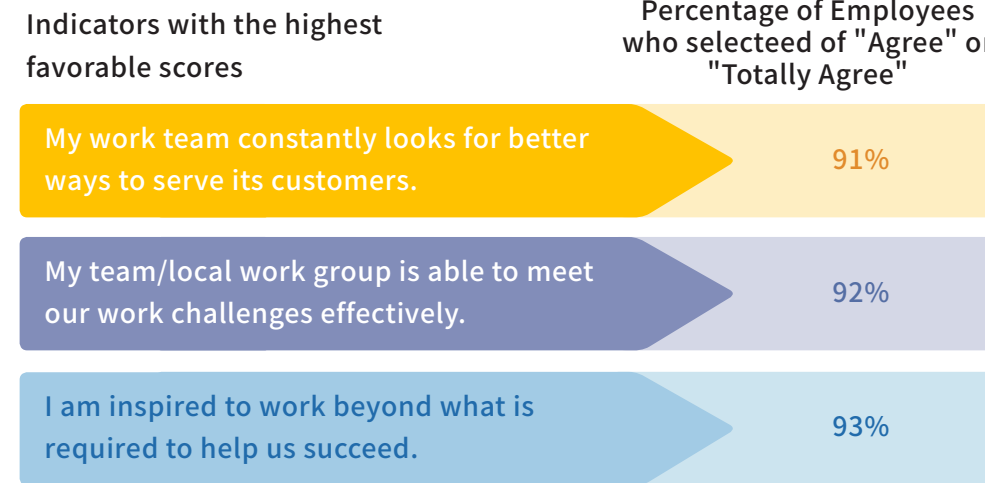
Highlights of our sites in China

Incorporating online learning resources and offline design of interaction, our sites in China provided customized training programs catering to the needs of our front line managers. In 2021, we've recorded over 1,000 participations of our relevant programs.

|| 3.3.3 Performance management and development

PMD (performance management & development) system aims at helping employees create optimal individual performance that in turn feeds into organizational performance by associating tasks with individual development, by dialogues between manager and report, and by timely feedback and evaluation.





Global Employee Survey served only as a start and from there we would generate the direction of focus for our further progress as well as actionable follow-up plans. We will also keep track of the progress of various action plans consistently to ensure that it can continue to improve.

MediaTek values employee experiences and strives to help each employee enjoy their work. Employees derive positive experiences from different things, so we are active in communicating with our employees as we seek to understand their motivations through a variety of channels. We provide benefits that exceed legal compliance requirements and aim to take care of the physical and mental health, and the work-life balance. We have established an inclusive workplace that allows each employee to fully shine and grow on the international stage.

3.3.4 Channels for internal job transfer

In September 2019, MediaTek launched the Internal Job Application mechanism, offering employees worldwide opportunities to enhance career development and access best-fit positions for their talent. The internal job application system also aims to increase internal talent flow and create a friendly workplace. Since its inception, 340 employees have applied for transfer, and 143 have completed the process within 4 months. Translating to a success rate of 42%.



3.4 Employee Experience

MediaTek launched its first ever Global Employee Survey in 2016; since then, the survey has been carried out on a bi-annual basis to listen to and collect thoughts and feedback of employees, supporting our company in strengthening our practices in various fronts. The survey was conducted in 2021 with over 13,000 global employees taking part, translating to the response rate of 86%, up 4% in comparison to 2019 survey. The survey questions covered 15 categories, including company branding, leadership, career development, work-life and so on. Comparing to the previous survey, over 92% of the survey items showed improvement. In addition, 93% of the items showed that MediaTek is ahead of the norm for global high tech companies.

Workplace Diversity & Inclusion

	2021 Implementation Status	2022 Management Goals
Management goals of workplace diversity:	<ul style="list-style-type: none"> ▶ 100% completion rate for sexual harassment prevention course. ▶ Organized two Women In Tek activities. 	<ul style="list-style-type: none"> ▶ 100% completion rate for sexual harassment prevention course. ▶ Consistently enhance the awareness of diversity and inclusivity, care for minority workers, and establish an equal and friendly workplace.

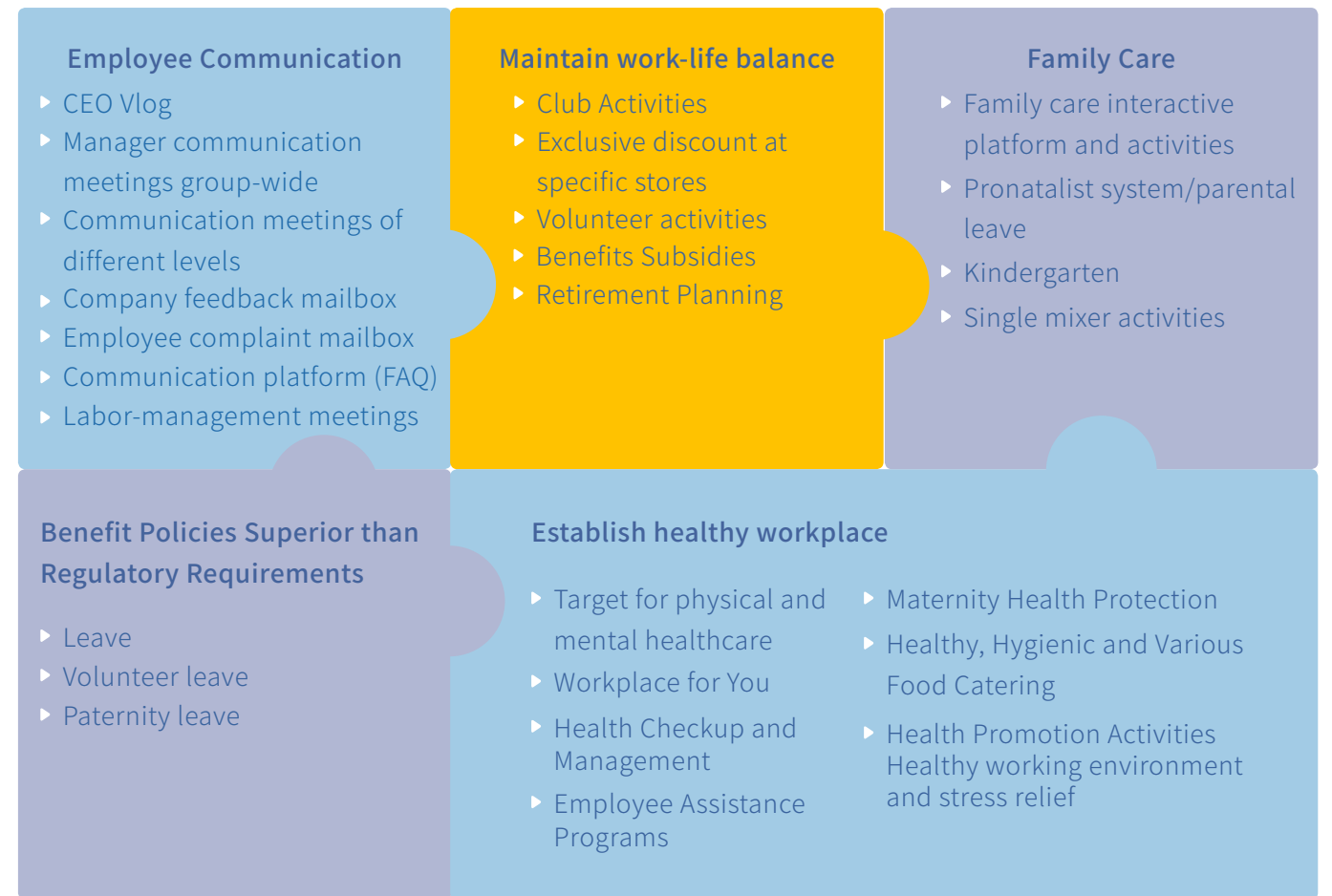
Promote workplace equality

- ▶ Protection of human rights
MediaTek strictly adheres to local laws and regulations and complies with the International Bill of Human Rights, maintaining employee freedom of association and endeavoring to eradicate violation of human rights.
- ▶ Equal pay
MediaTek is committed in providing a friendly and equal workplace for our female employees. Our salary proposal was made based on the candidate's capability, education background, work experience and market benchmark. We prohibit all discriminatory behaviors in determining the salary against employees based on race, age, gender, sexual orientation, disability, pregnancy, political affiliation, or religion.
- ▶ Female Employment
MediaTek is committed to creating a friendly and fair workplace for our female employees. In 2021, the proportion of female employees at MediaTek and our global subsidiaries was around 20% of all employees. The number of female employees in the R&D/technical departments was 2,907 (18%), which is higher than the 13-15% average of female graduates of electronics, electrical engineering, and computer science disciplines in Taiwan.
- ▶ Sexual harassment prevention
To ensure that employees can enjoy an environment of equality and respect, we established Guidelines of Sexual Harassment in the Workplace, a Sexual Harassment Grievance Response Committee, hotline for prevention of sexual harassment, and grievance reporting email inbox to handle matters of equality in the workplace. The completion rate for our class for prevention of sexual harassment in the workplace for new hires was 100% in 2021.

Implementation of Equality in Workplace and Prevention of Wrongful Acts

MediaTek is committed to ensuring a fair and equal workplace that values mutual respect. The Taiwan headquarters complies with the provisions of Occupational Safety and Health Act, and thus requires all employees to attend training on prevention of wrongful acts in workplace, which is included as part of the compulsory training for new recruits. The training completion rate for 2021 amounted to 100%. Meanwhile, in accordance with "Act of Gender Equality in Employment", "Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace", "Sexual Harassment Prevention Act" and "Regulations of Sexual Harassment Prevention", the Company has established the "Sexual Harassment Complaint Management Committee", sexual harassment prevention hotline and complaint mailbox to manage the issue therein. In 2021, no sexual harassment complaint had been received.

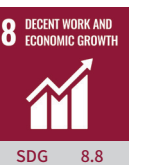
Employee Experience Overview



3.4.1 Employee Communication

Management Guidelines:

Diverse communication channels (self-determined topic)



Importance to MediaTek

Institute real-time two-way communication channel, enabling the company to transmit information to employees correctly and quickly, on one hand, while listening to their opinions and response, so that expectation and feeling of both parties can be integrated and a solid and sustainable labor-management relationship can be established.

Commitments and Policies

The company has instituted responsible organization and unit, promoting global communication guidelines and advocating 5C model, to assure cross-area, cross-language effective team communication. Take advantage of multiple communication channels, both online and offline, to augment mutual understanding between employees and the company, plus periodic opinion plus of employees followed by improvement in response to the results, for creation of sustainable healthy workplace, and the growth of company.

Goals

- Short-term**
 - Joint implementation of global communication guidelines for creation of a friendly communication environment
 - Take advantage of multi-channel communication to transmit corporate goal and policy effectively and understand and respond to employees' thinking and suggestions timely.
- Mid and long-term**
 - Conduct employee survey regularly and organize task force to plan and implement improvement, in response to employees' expectations, so as to enhance their satisfaction.
 - Take advantage of communication channels, both online and offline, to transmit corporate goals for implementation effectively

Management approach

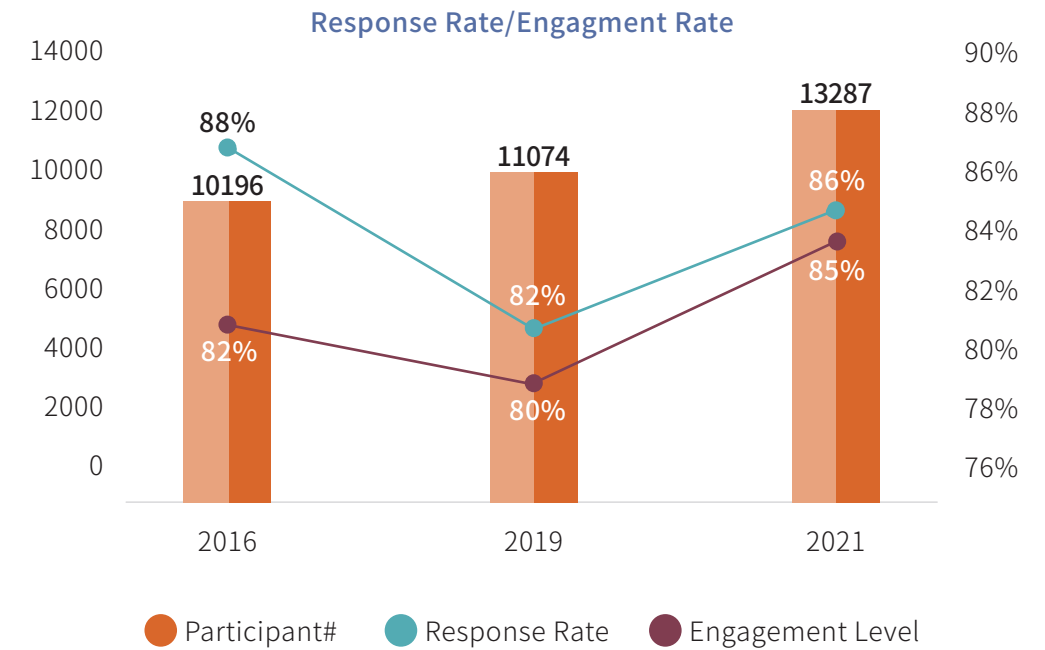
- Responsible Unit**
 - Human resources-related units, various operational and functional units.
- Resources**
 - Budget for operation and management
- Communication channels**
 - Manager communication meeting
 - Regular meetings of various units
 - Labor meeting
 - FAQ Communication platform
 - Ombudsman service
 - Suggestion box
 - Questionnaire survey of satisfaction with large scale events
 - HR AI chatbot
- Evaluation mechanism**
 - Operation of manager communication meetings.
 - Status of labor-management meetings and meeting minutes.
 - Utilization status of ombudsman service and company suggestion box.
 - Analysis of global employee survey.
 - Employee utilization of communication platform, FAQ 2.0
 - Utilization status of AI service robot, AI Chatbot.

Achievements

- Manager communication meetings**
 - The meeting was held once in English and once in Chinese every quarter, totaling 8 sessions in 2021; key parts were edited into Executives' Quarterly Talk video series and shared with all employees for them to catch up with top management first-hand.
- Labor-management meetings**
 - Held once every quarter; 4 in total in 2020, with an attendance rate of 100%
- Ombudsman service & company suggestion box**
 - In 2021, the participation rate reached 86% and many indicators were improved as compared to the previous survey. The survey results also serve as a basis of formulating action plans.
- Global Employee Survey**
 - In 2021, the participation rate reached 86% and many indicators were improved as compared to the previous survey. The survey results also serve as a basis of formulating action plans.
- FAQ communication platform**
 - In 2021, 1,157 queries from employees were received. The reply rate was 99.7%. Some of the unanswered queries were due to incomplete questions posted. The questioners had been reached out to follow up on the issues raised.
- HR AI Chatbot**
 - AI Chatbot was launched in December 2021. Each month, AI Chatbot has an average of 1,813 users and 14 thousand queries.

Diverse Channels to Foster Robust Communication

MediaTek rolled out its first-ever employee survey in the headquarters in 2004. In 2016, the scope of the survey was extended to all employees globally and it was conducted by third party consultancy company every two years. The survey covers questions on company strategies, organizational culture, career development, work and life, and many other aspects. The results of the survey are analyzed and improvement measures are formulated to respond to employee needs, aiming in fostering a friendly workplace for all our employees. 86% of our global employees took part in the 2021 survey with more than 90% of the survey items showed improvement as compared to 2019. By gathering employee opinion, the Company can gain better understanding of employee expectation and find out the major directions that the Company shall adjust and orient to in the future from the opinion offered, and produce viable action plans therein.



Transparent Two-Way Communication Channels

Foster and Promote Culture and Values Via Hot Paper, our internal employee newsletter

To enable employees to gain a better understanding on the core values and code of conduct of MediaTek, and foster the corporate culture collectively, the company provides a monthly employee electronic newsletter—Hot Paper—in the headquarters. Hot Paper covers important announcements and promotion, executive and employee interviews and photos of activities held for the month. Using a story-telling narration and vibrant visual design, Hot Paper enables employees to absorb the essence of the content easily. The publication of newsletter is expected to be extended to all offices around globe in 2022, where all employees are provided with the bilingual newsletter on a bi-monthly basis with touching stories from different offices and important information. different offices and important information in bilingual form.

Fostering Consensus via Global Manager Communication Meetings and All-Employee Communication Meetings of Various Organizations

MediaTek encourages transparent and two-way communication. Each quarter, the Company convenes global manager communication meetings, where the CEO and President take turns to share the business, technological development and future outlook of the company with managers across the globe. The Company also encourages the business and function organizations to convene their own all-employee communication meetings on a regular basis, providing platforms for employees to gain information, as well as express their thoughts and voices.

Strengthen Synergy via Anniversary and Family Day

2021 was the 24th anniversary of MediaTek. In spite of the COVID-19 pandemic, the business performance of the company was outstanding, exhibiting the strength of the innovative collaboration model exercised by the global team. The main theme for this year's anniversary was set as "Pursuing Extraordinary Together". Our Chairperson, as well as selected employees, who have showcased outstanding performances in different areas, shot a video together to encourage all employees to brave hardship and work together to produce achievements that belong to employees, as much as to MediaTek.



Meanwhile, the Company pays attention to the physical and mental health of employees, as well as their family life. Each year, the Company would hold either family day or sports day at the headquarters, inviting employees and their families to participate. Due to the pandemic in 2021, considering the health and safety of employees, the Company decided against an in-person family day and held an online one instead, allowing employees to get together virtually and creating a special type of family day experience. The warm-up of the event garnered 3,305 participants, which was the highest participation in history. On the day of the live stream, as many as 5,841 participants got together virtually, allowing employees to experience in-person enjoyment and the convenience of zero distance. The live stream has initiated a new innovation model for employee event. Diagram: Customized Interaction Box for Family Day.



Diverse Employee Feedback Avenues

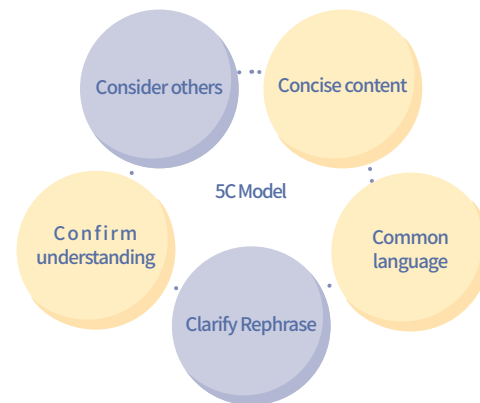
MediaTek has established employee complaint mailbox to properly handle complaints via a complete system, providing employees a fair and just workplace environment. In 2021, the mailbox received three complaints, which had been handled, and improvements had been made.

To enable employees to promptly receive information needed, especially during non-working hours or out of the area of operation, the Company has developed AI robot, Alpha. In December 2020, it was officially launched, enabling employees to post queries to the robot directly and receive human resource information. In 2021, Alpha was upgraded and its use was expanded to overseas locations such as China and Singapore. The scope of information provided by Alpha was also further expanded to legal and intellectual property areas. Apart from enhancing the convenience provided to employees, they are also subject to a pioneering technological experience under a corporate culture that emphasizes innovation.



MediaTek Group Communication Guidelines

To maintain an open and fair communication environment, MediaTek promotes its "Global Communication Guidelines" and its "5C Model" to employees, which is composed of "Common language", "Consider others", "Clarify and Rephrase", "Clarify understanding", and "Concise content". This helps to ensure effective communication between employees during inter-region and cross-language team meetings, written correspondence, and phone calls.



3.4.2 Benefit Policies

MediaTek values the health and benefits of employees and we established a benefit system exceeding local law and regulations requirements in areas where we operate. Of which, in Taiwan, apart from the personal/sick leave, marriage leave and pregnancy checkup leave, the company also provides an extra seven flexible holidays to increase the convenience for employees in arranging their days-off.

Furthermore, the company also provides one day of paid volunteer leave per year to encourage employees to give back to the community. For employees with pregnant spouses, we also provide paternity leave that exceed legal requirements.

Utilization in 2021

Vacation Days

Legal Regulatory Requirement
12 public holidays each year

Measures Superior than Regulatory Requirement
Extra seven (7) days of annual leave (19 days after combining public holidays).

▶ In 2021, the utilization rate amounted to 95%, which exceeded 370 thousand hours.

Volunteer leave

Legal Regulatory Requirement
None

Measures Superior than Regulatory Requirement
Employees are entitled to one (1) day of paid volunteer leave per year.

▶ In 2021, a total of 206.5 hours of volunteer leave had been conferred.



Regulatory Requirement

Five (5) days for pregnancy of more than 20 weeks (inclusive).

Measures Superior than Regulatory Requirement

- An extra two (2) days of paternity leave are conferred (for pregnancy of more than 20 weeks (inclusive), seven (7) days are conferred)
 - Paternity leave is conferred in the event of a miscarriage (eight (8) hours for pregnancy between 7 and 12 weeks; 24 hours for pregnancy over 12 weeks; and 56 hours for pregnancy over 20 weeks).
- ▶ In 2021, over 18,000 hours had been conferred.

3.4.3 A Safe and Friendly Workplace

Health and Safety of Workplace

With high regard for employees' safety, the company conducted hazard identification and risk evaluation for critical operation or events with higher potential hazard, in quest for zero disaster at workplace.

Goals	Achievement in 2021	2022 Management Goals
Provide firstaid training for compliance	In 2019, the Company conducted first-aid training. Refresher training is conducted every three years. The first-aid training was still valid in 2021.	Refresher training shall be conducted in June 2022. Each session lasts for three (3) hours.
Hold annual evacuation drills	Achieved ✓ The Company conducted 11 exercises, garnering 9,129 participants.	To conduct 11 drills in Hsinchu, Zhubei & Taipei.
Hold health promotion events	Achieved ✓ The Company conducted 37 activities, garnering 5,486 participants. (Due to the pandemic, the headquarters suspended the sporting event since May.)	13 events scheduled.
Identify risks for health and safety in the workplace	Achieved ✓ Completed hazard identification and risk assessment pertaining to key operations or higher potential hazard incidents.	Will continue to conduct hazard identification and risk assessment pertaining to key operations or higher potential hazard incidents.

Since 2015, the company has been holding comprehensive evacuation drills regularly, outperforming peers, to familiarize all the employees with the evacuation routes, assembly sites, and participant count. Fire extinguishing and aid for the injured were also included in the drills that took place at office buildings in Hsinchu, Chupei, and Taipei, with attendance totaling 9,129, up 843 from 8,286 in 2020. To assure environmental safety without any blind spot, the company provides irregular safety reminders to employees and visitors and conducts regular inspection of office, public area, meeting rooms, laboratories, customer offices, and equipment areas for environmental and operational safety.

Items / year	Gender	2019	2020	2021
Disabling injury frequency rate (FR) Pieces of work affected (only in cases of absence 8 hours or above) x 1,000,000/total working hours	Male	0.57	0.59	0.28
	Female	2.10	1.61	0.54
	Total	0.83	0.76	0.32
Occupational disease rate (ODR) Number of occupational diseases x 1,000,000/total working hours	Male	0	0	0
	Female	0	0	0
	Total	0	0	0
Disabling injury severity rate (SR) Days away from work x 1,000,000/total working hours	Male	11	11	7
	Female	27	15	2
	Total	14	12	6
Absence rate (AR) Days of absence / total amount of working days	Male	0.003	0.003	0.003
	Female	0.010	0.009	0.007
	Total	0.005	0.004	0.003

[Note 1] The number of absent days include the number of days for personal leave, sick leave and occupational sickness leave. Sick leave (including unpaid sick leave, half-pay sick leave and menstruation leave): 55,621.59 hours

[Note 2] Occupational sickness leave: 1,014.5 hours Total hours worked: 21,606,672 hours

To assure the safety of construction works by contractors, construction workers must take instruction on occupational safety and health before entering construction sites, learning potential hazards and construction-safety regulations, to prevent occurrence of occupational disasters. 535 contract workers took the lecture in 2021, contributing to the achievement of the goal of zero disaster, zero accident, and zero loss.

In 2021, as the COVID-19 pandemic was yet to subside, MediaTek continued to make protecting employee health and safety its top priority. The company catered to the difference of pandemic severity level in different regions and abided the pandemic prevention regulations of local governments. Facing the threat of the pandemic, the company assisted its sites to adopt the necessary precautions, whilst continuing to maintain the stability of operation. Meanwhile, in May 2021, as the severity of pandemic level in Taiwan escalated, the company promptly set up the first enterprise rapid testing station in the headquarters in Hsinchu Science Park. The company also conducted corporate donation drives to not only protect its employees, but also to give back to the society at large.

▶ Back to Office Gifts

The company welcomed its employees to return to work in the office in its headquarters after several weeks of remote work as regulated by the government. For the occasion, the company designed an exclusive heart-warming gift bag for its employees, including face masks, portable spray and local snacks. With the gift, the employees felt they are being cared for when returning to work in the office. It also served to remind them to maintain vigilant in following pandemic prevention rules. A total of 11,000 gift bags were distributed to employees.



▶ Enterprise rapid testing station

During May and June 2021, the COVID-19 pandemic in Taiwan hit a new peak. To maintain the safety of the office environment, the company established the first enterprise rapid testing station in Hsinchu Science Park. A total 24 sessions was conducted with 6,333 individuals being tested.



▶ Corporate Donation Drives

During May and June 2021, as Taiwan stayed alert for the development of the pandemic, to increase the front-line medical capacity, the company donated pandemic prevention supplies, including rapid-testing kits, protective clothing, N95 face masks and powered air-purifying respirators amidst a shortage of material. The market price of these supplies amounted to NTD 17,284,930. 11



medical units benefited from the donation. It was an effort in which the company hoped to contribute to the pandemic prevention, along with the medical professionals.

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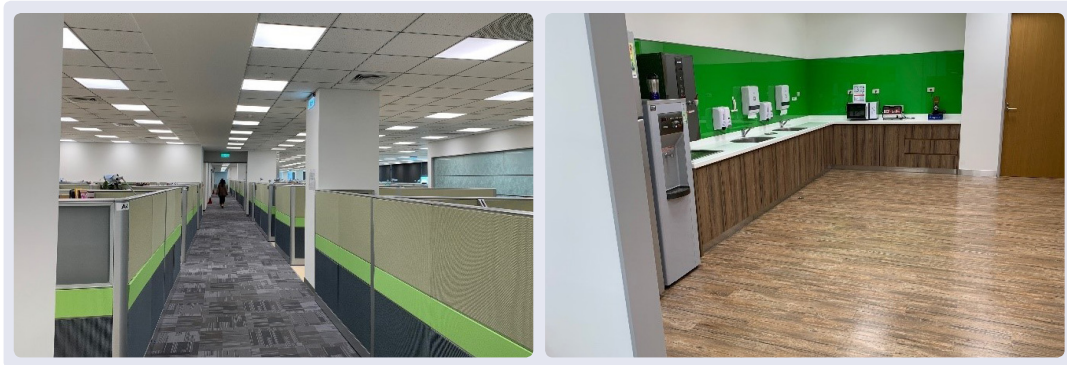
3.4.4 Establishment of Friendly Workplace-Health

Safe and Healthy Workplace

Humanized Office Spaces

MediaTek pays close attention to the safety and convenience of workplace. In 2021, the Company had rolled out many measures for the convenience of employees in the office and public areas in hopes of providing a better quality work environment.

- 1 To support our manpower growth, as well as providing our employees with a spacious office area. In 2021, a total of 1,016 office spaces were added.



- 2 Considering the comfort and health of employees, we continued our efforts in providing ergonomic chairs for all our employees. In 2021, we replaced 5,200 spaces; as of end of the year, a total of 9,750 ergonomic chairs were provided to our employees.
- 3 In February 2021, we removed all indoor smoking installation and shifted the smoking area outdoor.
- 4 We provided our new employees with short-term lodging and shuttle bus to and from office to support them in adjusting faster to the new position.
- 5 In 2021, the Company had installed the online repair application system to provide all employees with the convenience of filing electronic repair application. The optimized repair efficiency rate increases by more than 33%, maintaining and improving the operation of all office amenities.

Healthy and Hygienic Canteen Services

MediaTek's employee canteen includes 21 eateries and enjoys an average of more than 90% daily use, with around 15,000 diners. Canteen eateries include a wide variety of eating options. The company stresses food safety and health management, including bi-monthly SGS inspections and checks.

Every year, we rolled out a satisfaction survey on our canteen vendors and in 2021 we collected 3,300 replies from employees with the average score reached 3.7 out of 5, up 0.1 point from 2020 result.

Under COVID-19, our canteen also undertook many measures to ensure the safety and health of our employees (e.g. initiated eco-friendly food packaging boxes, partitions in cafeteria and single-row seating control). The

used eco-friendly food packaging boxes were sorted and recycled for the green cause.

It's also worth mentioning that, to give our employees an exclusive experience, our company sourced high-end vendors in provided exclusive Mid-Autumn gift box for our employees. The purchase orders from employees rose 61% in 2021 in comparison to 2020, reaching a total of 5,830 boxes.

In 2021, the Company completed a satisfaction survey on vendors in cafeteria. More than 3,300 replies from employees were received. In a survey where 5 points denoting full score, the overall satisfaction had improved as compared to 2020 (2020 = 3.6 vs 2021 = 3.7)

Due to the COVID-19 pandemic, the cafeterias for technical employees are in line with the policies formulated by the Company pandemic prevention team. Many measures have been undertaken (e.g. initiated eco-friendly food packaging boxes, partitions in cafeteria and single-row seating control) to ensure the safety of the dining environment. The used eco-friendly food packaging boxes are sorted and recycled in response to the call of the government on taking environmental protection measures.

The Company also provides purchasing service for Mid-Autumn gift box. In 2021, MediaTek helped employees in selecting diverse and sublime Mid-Autumn gift box purchasing service. The purchasing orders in 2021 jumped by 61% as compared to 2020, reaching a total of 5,830 boxes.

Promote Physical and Mental Health

1 Gyms

Most of our offices accommodate in-house. The equipments of the gyms are mainly those with self-generating electricity. In addition to encouraging employees in working out and staying healthy, the equipments also save energy, reduce carbon emission in support of environmental protection. In 2021, the daily utilization rate of our gyms reached 100%.



2 On-site medical services

A medical team from the Hsinchu Branch of NTU Hospital visits 27 times per month to provide one-on-one consultation services to our employees. A total of 1,031 reservations were made throughout 2021.



3 Massages

In 2021, 37 visually impaired masseurs were engaged and provided 7,344 massages. The booking rate for the masseurs were at 100%.



Health Checkup and Management

Every year, each employee is entitled to 6,500 NTD in health check expenses and a half day of health-check leave, exceeding legal compliance requirements. Middle managers and above can enjoy 15,000 NTD in health check expenses and a full-day leave. Apart from physical health, MediaTek values the mental health of our employees. When employees are undergoing health checks, they can fill out a self-reported survey on moods and feelings. This enhances the awareness of each employee and helps them to better understand their mental state. Additionally, psychologists at the wellness center provide subsequent care and followup on employees at risk and transfer potential high-risk cases for professional assistance. In 2021, 93% of employees applied for health check subsidies, and total health check expenses were 59.60 million NTD.

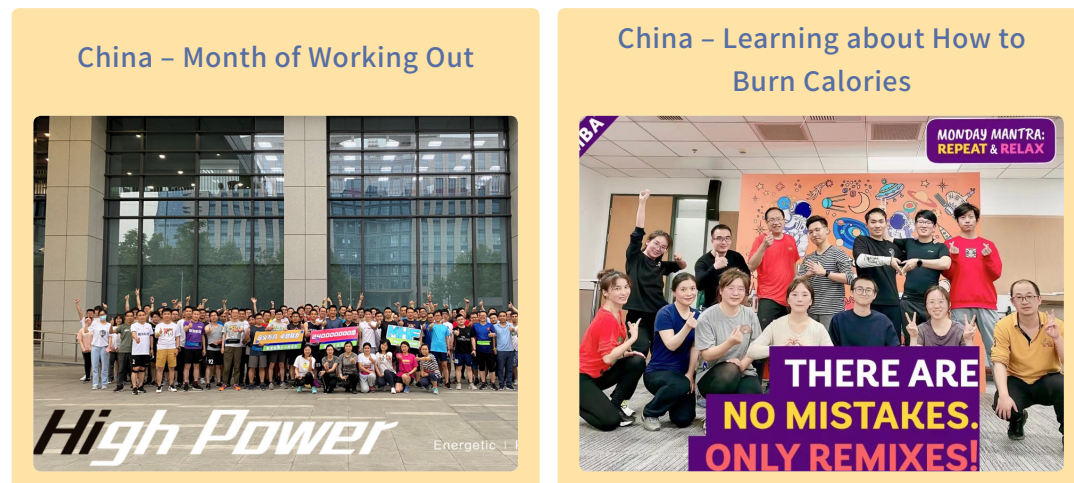
Health Promotion Events

MediaTek plans for and carries out health promotion activities and sporting events every year. In 2021, due to the pandemic, we held only one phys sporting event for badminton. Other health promotion activities were held virtually instead. Each quarter, our Wellness Center issued newsletters centered employees' health needs of employees; in addition, four online talks on how to get a good night's sleep were also conducted. We also implemented measures to encourage our employees, within the permissible scope of the pandemic regulations, to workout at gyms. More over, 29 health promotion activities were also held in our sites across the globe, attracting 4,127 participants in enjoying a more healthy lifestyle.

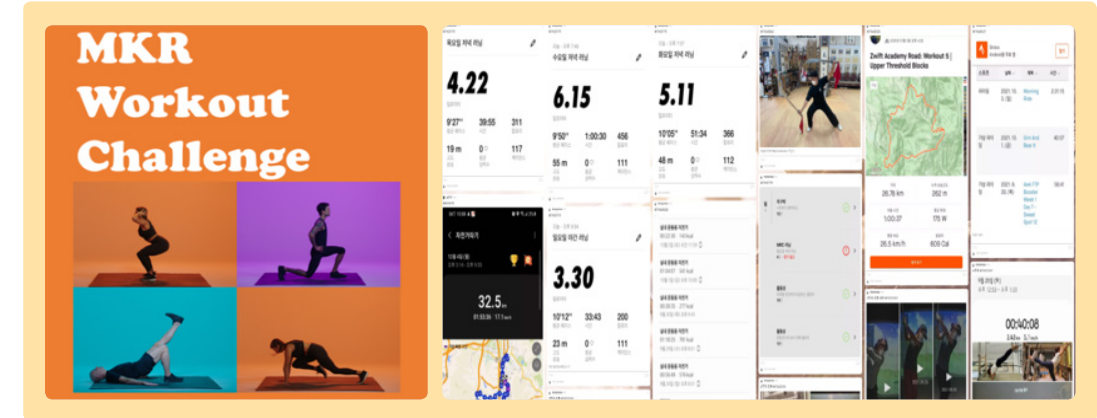
Taiwan: Eight health promotion activities were held with 1,322 participants.



Overseas: 29 health promotion activities were held and garnered 4,127 participants.



Korea: Introduced 4-week Workout Challenge; attracting 207 participants

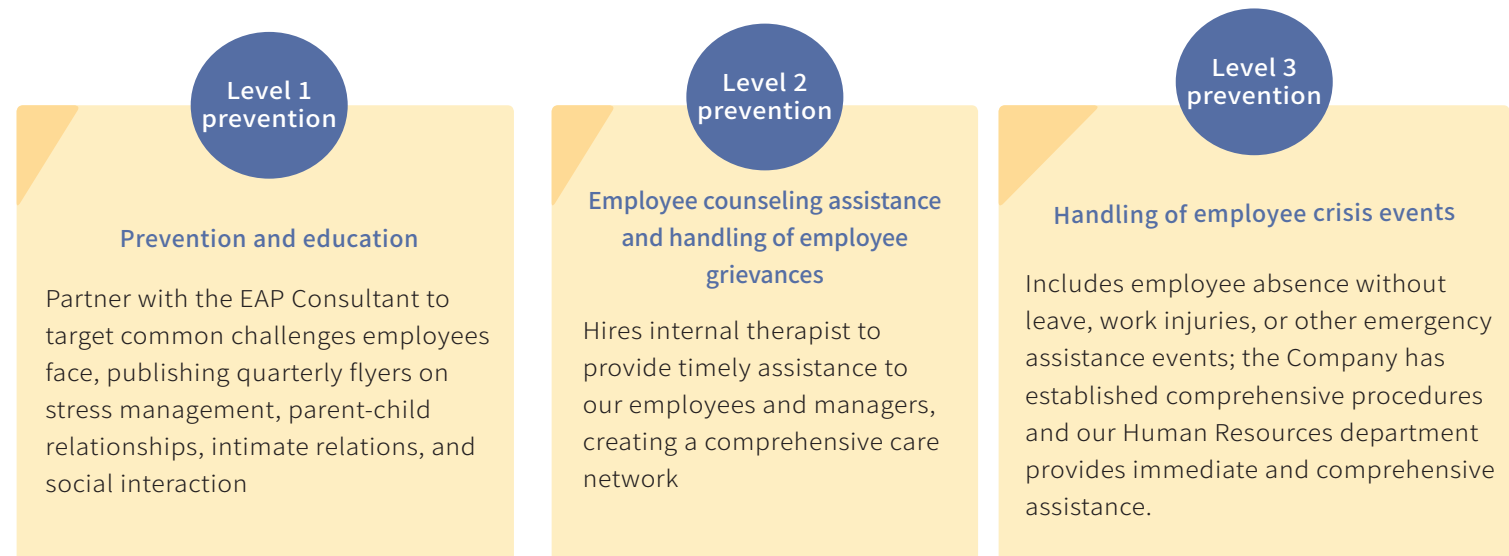


Employee Assistance Programs

To build a healthy workplace environment, the Company provides comprehensive internal and external employee assistance programs (EAP). In terms of external programs, MediaTek collaborates with Newmind EAP Consultant Co. so that our employees can undergo stress-free, private and professional psychological and legal counseling and consultation. Fees for up to three hour-long sessions are borne by the Company. The utilization rate was 3% in 2021.

In terms of internal employee assistance programs, we have formulated the "Level 1, 2, 3 mental health prevention program":

For the in-house employee assistance program, a "three-level mental health program" is implemented:



Leisure Benefits

▶ Benefits & Subsidies

To accommodate different needs, we personalized the benefits with a Flexible Benefits plan in 2019, providing combined subsidies for travel expenses, major purchases, entertainment, additional health check items, and/or group insurance for family members. Even amid the pandemic, the overall reimbursement rate hit 97% in 2021, an indication of adaptability of the plan.

Meanwhile, during which the pandemic was severe, the Company not only provided a safe environment to protect employee health, the Welfare Committee also take concrete actions by rolling out "pandemic Protection, Diverse Care" program to provide extra subsidies to employees for purchasing pandemic prevention amenities and apparatuses required for working from home. A total of 9,478 employees or over 90% of the employees in our headquarters utilized this benefit.

▶ Club Activities

In 2021, the Company had a total of 61 clubs, including the newly established Rock Climbing Club, Equestrian Club, etc. The Company provided subsidies to the clubs to facilitate their operation. However, due to the pandemic, the frequency of the member recruitment drive which took place once every half a year was cut down to once in the first half of the year. Over 2,600 employees join one club.



||3.4.5 Establishment of Friendly Workplace - Diversity and Inclusion

Family Care

Single	Married	Pregnancy & Childbirth	Family
<ul style="list-style-type: none"> • Networking events for singles • Sessions:1 Participants: 20 	<ul style="list-style-type: none"> • Marriage subsidy: 10,000 NTD • 8 days of marriage leave 	<ul style="list-style-type: none"> • 5 days of pregnancy check-up leave • 56 days of maternity leave • 7 days of paternity leave • Childbirth bonus: 2,000 NTD for each child • Applicants: 456 	<ul style="list-style-type: none"> • Family care platform and family activities • Search and recommendation platform for childcare resources • Bonuses for child education • Family care leave • Unpaid childcare leave

Maternity Health Protection

In 2021, 86 mothers received maternity health services; 46 interviews were conducted by doctors.

The Health Center carefully designs the pacifier clip and diaper pad exclusive for MediaTek babies. Each building is equipped with standard breastfeeding rooms. A total of 32 rooms are available to the use of at least 46 employees. In 2021, the Company simultaneously strengthened the breastfeeding space and amenities so that a more comfortable space is made available to each breastfeeding mother. Comprehensive amenities support and design include certification of excellent breastfeeding rooms. The Health Center monitors the list of mothers under maternity health protection. Employees on the lists of before and after childbirth are evaluated by doctors in terms of hazard assessment, hierarchical management, health protection and other adaptability assessment or recommendations.

Encouraging Childbirth

MediaTek's "Work Rules" adhere to the Labor Standards Act, stipulating that the Company cannot terminate labor contracts during maternity leave, and we are required to provide 56 days of maternity leave in a period around childbirth. Employees can choose to take 7 days of leave during spousal pregnancies or within 15 days before and after the childbirth date, and are paid as usual during paternity leave. Beyond legal compliance, MediaTek provides 2 additional days of paternity leave, allowing employees to tend to their family care needs. MediaTek also provides childbirth bonuses to congratulate the addition of a new family member. Employees who have childcare needs can apply for unpaid childcare leave. In 2021, the reinstatement rate for employees who had taken childcare leave was 69.6%. MediaTek provides adequate support for returning employees so that they can re-adapt to their work environments.

Application rate for unpaid parental leave, reinstatement rate and retention rate in Taiwan for 2021

Item	Male	Female	Total
A Number of employees eligible for unpaid parental leave in 2021	429	101	530
B Number of employees applied for unpaid parental leave in 2021	12	37	49
C Number of estimated reinstated employees after unpaid parental leave in 2021	12	37	49
D Number of reinstated employees after unpaid parental leave in 2021	11	28	39
E Number of reinstated employees who had worked continuously for one year in 2020	12	30	42
F Number of reinstated employees after unpaid parental leave in 2020 (Note)	14	30	44



Item	Male	Female	Total
Application rate (B/A)	2.8%	36.6%	9.2%
Reinstatement rate (D/C)	91.7%	75.7%	79.6%
Retention Rates (E/F)	85.7%	100%	95.5%

A In 2021, the number of applicants eligible for unpaid parental leave: For the period between January 1, 2021 and December 31, 2021, the number of applications for paternity and maternity leaves.

B In 2021, the number of applicants of unpaid parental leave: For the period between January 1, 2021 and December 31, 2021, the number of applications for unpaid parental leave.

C Number of estimated reinstated employees after unpaid parental leave in 2021: The number of employees whose unpaid parental leave expired between January 1, 2021 and December 31, 2021.

D Number of reinstated employees after unpaid parental leave in 2021: The number of employees whose unpaid parental leave expired between January 1, 2021 and December 31, 2021 and had reinstated during the period therein.

E Number of reinstated employees who had worked continuously for one year in 2020: The number of reinstated employees whose unpaid parental leave expired between January 1, 2020 and December 31, 2020 and is still with the Company one year after reinstatement.

F Number of reinstated employees after unpaid parental leave in 2020: The number of reinstated employees whose unpaid parental leave expired between January 1, 2020 and December 31, 2020.

MediaTek In-house Preschool

In response to widespread expectation among employees, MediaTek unveiled the in-house preschool project in 2017. The preschool welcomed its third year in 2021 with 133 students and an acceptance rate of 16.5%. The preschool provides a rich, nurturing environment for active learning and interaction. Parents and teachers, on their part, engage in direct, two-way communication to support the students.

Key features of the preschool include:

- 1 Occupying 600 pings (one ping equals 36 square feet) in space, it is the largest such facility in Hsinchu Science Park.
- 2 It offers extended child care, free of charge, until 8:00 p.m., to provide employees with higher flexibility and relieve them from the stress when they need to work late under certain occasions.
- 3 The facility was disinfected with ultraviolet germicidal lamp every night, to uphold children's health.

4 It complies with legal requirement in teacher-student ratio and hardware/software, boasting innovative teaching methods, integrating game and learning, to help children explore the worlds of science and art.

Location
1F and 2F, Wireless Communication Building.

Milestone
Inauguration in 2019 with its third term started in August 2021.

Student Numbers
133 children (six classes)

Eligibility
Children of MediaTek employees between the age of two and six.



Female employment

Women in Tek (WIT) is a community centered on female employees in MediaTek. It is a platform of mutual support for them to learn and grow together. Since its inception in 2015, there has been an increasing amount of activities at MediaTek sites worldwide, including headquarters, as well as offices in the US, China and Asia Pacific, encouraging career women to realize their potential.

The WIT community in our headquarters hosted two events in 2021 covering themes from career development to parental roles and responsibilities. External speakers were invited to engage in dialogues with our employees. A total of 500 participants from headquarters and offices in China took part in the two talks. Highlights of the talks were also featured in employee newsletter, expanding the positive influence to more employees.

In May 2021, Rose Tsou, chairperson of World Vision Taiwan, hosted a talk with lively Q&A session with our employees.



WIT HQ x GCN 名人講座 ft. 鄒開蓮
重新排序人生 開啟更多可能

對鄒開蓮 (Rose) 而言，2021年，是重新排序人生，開啟不同可能的一年。WIT特別邀請Rose來跟大家分享，她在家庭及職涯歷程中曾面對的問題及挑戰，對多元職場的觀察、重新思考人生排序的契機和心路歷程，以及親子溝通和教養的心法。

~ 誠摯邀請您共同參與 ~ [Register Now](#)

Date: 2021/05/10 (Mon)

Time: 12:20~13:20

Venue: D101

竹北台北連線會議室 (TBC)



In December 2021, Dr. Muer Chou, a well-known mental health counselor, gave an online talk with one of our outstanding senior female executives in R&D.

職場媽媽加油站!

學習當一個「夠好」的媽媽
放下完美與愧疚，活出更好的自己

不管你是職場媽媽、職場女性，或是想給予身邊女性支持的男性同仁都歡迎上線參與；為自己，也為所有在職場打拼的女性一起加油!

LIVE
線上直播
2021.12.10 五
12:00-13:00

跨界女性線上座談

楊雅筑
WPE (Wireless Product Engineering)
聯發科技無線通訊事業本部副總經理
擔任主管職最久的RD女性主管

周慕姿
知名諮商心理師 / 重金屬樂團主唱
《情緒勒索》2017博睿英年度暢銷作家，專精企業諮詢、壓力/焦慮管理、自我探索及成長、人際親密關係等

手刀報名，立即提問



Diwali

In MediaTek headquarters, we have employees coming from around the globe and we continue to recruit global talents to join us. In our headquarters, Indian employees constitute the largest portion of overseas-hired employees. To encourage culture exchange as well as providing a platform for our overseas-hired employees engage and network, we hold annual Diwali celebrations in our headquarters every year and invite all employees to join in the celebration. The event was especially meaningful in 2021 as many employees weren't able to go home for this traditional family holiday due to the pandemic; the warm event with welcoming atmosphere gave employees a sense of home away from their home.



4 Corporate Governance

MediaTek has shown our best endeavors to uphold the integrity and customer-oriented core values and reflect our strong commitment to protect stakeholder interests and to implement adopted compliant corporate governance practices

- 4.1 Corporate Governance Structure
- 4.2 Achievements in Corporate Governance
- 4.3 Integrity and Legal Compliance
- 4.4 Internal Audit
- 4.5 Risk Management
- 4.6 Investor Relations

Material Issues in this Chapter

- Corporate Governance and Compliance
- Risk Management

To advance Intellectual Property management, MediaTek not only establishes the management plan connected to operation goal but also reports the results to the Board regularly. In November 2021, MediaTek was awarded the (TIPS) Level A Certificate by the Industrial Development Bureau of the Ministry of Economic Affairs.

The company won "second place in the TCSA Information Security Leadership Award " in 2021, and continues to value information security protection and extend it to all enterprise applications, including reviewing enterprise network boundaries, strengthening endpoint access security, and improving cloud information security protection. MediaTek also cultivates information security talents needed by the industry, making itself an example of corporate information security.

Establish Risk Management Committee to improve the business operation and corporate governance, and implement the risk management supervisory functions of the Board of Directors, setting sustainable development as the highest goal of corporate operation.

MediaTek continues to stay in top 5% of listed companies (the first tier) in 2021 Corporate Governance Evaluation.

To enhance corporate governance and shareholders' rights, MediaTek establishes a concrete Dividend Policy and discloses relevant information in the Annual Report.

Management Guidelines: Corporate Governance and Compliance

GRI 103-1、103-2、103-3、307-1、419-1



Importance to MediaTek

Integrity is always the top priority of MediaTek's six core values and the highest ethical standard in conducting our business. We believe that integrity can create a sustainable foundation for development and earn the trust of our stakeholders.

Commitments and Policies

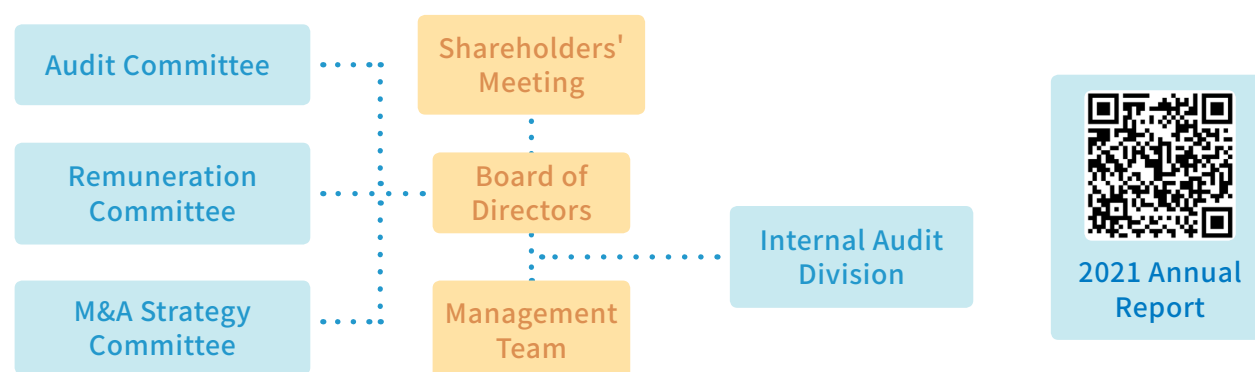
MediaTek has always conducted corporate governance affairs in compliance with all applicable laws such as the Taiwanese Company Act, the Taiwanese Securities and Exchange Act, and other applicable laws and regulations. The Board of Directors, the highest governing body of corporate governance at MediaTek, has identified sustainable development as its highest guiding principle. We have also established the Sustainability Committee to keep informed of changes in economic, social, and environmental trends both domestically and internationally, thereby fine-tuning relevant policies to protect the interest of different stakeholders and leading the company to meet the global standards of business conduct.

Goals	<p>Short term</p> <ul style="list-style-type: none"> • Prevent material violations against social, environmental, and economic laws and regulations • Continue to stay in top 5% in the Corporate Governance Evaluation • Conduct external evaluation on the performance of the Board of Directors 	Achievement	<p>Governance structure enhancement</p> <ul style="list-style-type: none"> • All Board members exercise high level of self-discipline and prudence to perform their duties. In 2021, the average attendance rate of the Board meetings amounted to 99%, whilst the attendance rate of the Remuneration Committee, Merger and Acquisition (M&A) Strategy Committee and Audit Committee meetings amounted to 100%. <p>Board diversity</p> <ul style="list-style-type: none"> • The Board Diversity Policy aims to elect the Board of Directors with diverse backgrounds and perspectives in accordance with MediaTek's operations and, business strategy and development needs. <p>Performance evaluation of the Board</p> <ul style="list-style-type: none"> • In 2021, the performance evaluation results of the Board of Directors, individual Directors and the functional committees under the Board were all excellent. The evaluation items include "participation level in the operation of company", "improvement of the quality of the Board of Directors' decision making", "composition and structure of the board of directors", "awareness of duties of the Board's functional Committees" and other aspects.
	<p>Mid to long term</p> <ul style="list-style-type: none"> • Respond robustly to the corporate governance practices recommended by government agencies and institutions to enhance the Board's overall operation 		
Our Management System	<p>Responsible unit</p> <ul style="list-style-type: none"> • Legal & Intellectual Property Department 		
	<p>Resources</p> <ul style="list-style-type: none"> • All Staffs of Legal & Intellectual Property Department 		
	<p>Communication channel</p> <ul style="list-style-type: none"> • MediaTek Website https://corp.mediatek.tw/investor-relations/corporate-governance 		

Our Management System	<p>Evaluation mechanism</p> <ul style="list-style-type: none"> Performance evaluation of the Board of Directors, Annual shareholders' meeting, Corporate Governance Evaluation hosted by TWSE 	Achievement	<p>Corporate governance improvement</p> <ul style="list-style-type: none"> In 2021, MediaTek continues to stay the top 5% of listed companies in Corporate Governance Evaluation. Even so, the company and its relevant units will keep proactively improving and enhancing the scores <p>Business integrity focus</p> <ul style="list-style-type: none"> In 2021, the relevant training garnered 24,956 participants and a total of 15,222 training hours.
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4.1 Corporate Governance Structure

In accordance with applicable laws and our corporate governance commitments, MediaTek has established the Audit Committee under the Board to strengthen the independence of corporate governance and the Remuneration Committee to reinforce the compensation policies, thereby aiming to achieve the goal of sustainable development. The company has also established M&A Strategy Committee to perform evaluation and analysis on the M&A strategy of the company group. All Directors exercise high level of self-discipline and prudence when providing their professional and objective opinion. Meanwhile, the management team leads various department to execute yearly sustainability development projects to implement measures, including environmental, social and corporate governance issues, to consistently enhance our sustainability development. For more information on the Board of Directors and MediaTek Corporate Governance, please see the 2021 Annual Report.



Board of Directors

► Members

The Board of Directors is currently composed of eight Directors (including three Independent Directors). For a list of the Directors and their educational background and professional experiences, please refer to p.12 of the 2021 Annual Report.

► Frequency of Meeting

The Board meets at least once each quarter; the Boardit convened 9 times in 2021 with 99% attendance.

► Responsibilities

- Establish an effective and reasonable internal control system
- Appointment and removal of management team
- Review business strategies and operation plans
- Control budget and final accounts
- Risk management
- Prepare the business report
- Submit surplus earnings distribution or loss make-up proposals
- Propose capital increase or reduction plan
- Formulate major corporate procedures and contracts
- Appoint CPAs

Audit Committee

► Members

Three Independent Directors

► Responsibilities

- Review or revise internal control system
- Evaluate effectiveness of internal control system
- Oversee material business transaction process, such as acquisition and disposal of assets, derivative transactions, extension of monetary loans to others, and endorsements or guarantees to others
- Supervise a conflict of interest policy for directors

► Frequency of Meeting

The Audit Committee meets at least once each quarter, and otherwise as necessary; the Audit Committee convened a total of 7 times with 100% attendance in 2021.

- Supervise material loans, endorsements, or guarantees
- Approval of share offering and issuance, private placement, and other equity-type securities transactions
- Oversee appointment, dismissal, and compensation of the auditor
- Appointment or discharge of a financial, accounting, or internal auditing officer
- Review annual and biannual financial reports
- Approval of material asset or derivatives transactions

Remuneration Committee

► Members

Two Independent Directors and one Independent External Expert

► Responsibilities

The main purpose of the Remuneration Committee is to review and assess the management performance and relevant compensation policies, thereby providing objective and professional recommendations to the Board of Directors. Please refer to p.31-33 of the 2021 Annual Report for more information.

► Frequency of Meeting

The Remuneration Committee meets at least once per year, and the Committee convened 3 times in 2021 with 100% attendance.

- Periodic oversight of the amount of compensation for the company's directors and managers
- Establish corporate standards and structures regarding the compensation policy
- Review the Directors and managers' performance periodically

M&A Strategy Committee

► Members

Three Directors (with diversified backgrounds and expertise, including business management, finance, and strategy and organizational planning)

► Frequency of Meeting

The M&A Strategy Committee meets at least once per year, and the Committee convened once in 2021 with 100% attendance.

► Responsibilities

The M&A Strategy Committee reviews major M&A cases and, reports their evaluation to the Board; the Committee plays a supplemental role to the Audit Committee, and the Audit Committee and the Board remain the authority to approve M&A deals in compliance with all applicable laws and regulations.

Sustainability Committee

► Members

The Vice Chairman who also serves as CEO chairs the Sustainability Committee that consists of top managers from business and functional units, including marketing, R&D, sales, HR, process technology and manufacturing operations, legal, finance, auditing and the MediaTek Foundation. The top managers six the operation of .

► Six working teams

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

► Frequency of Meeting

In the beginning of each year, the Chairman shall report the enforcement status to the Board of Directors; each half a year, the Sustainability Committee would convene the meeting. In the beginning of 2021, the Chair of Sustainability Committee reported the sustainability performance in 2020 and the 2021 plans to the Board of Directors. Sustainability Committee has convened twice respectively in the first and the second half of 2021 to discuss the major issues of sustainable development, the overall performance, and improvement for the yearly sustainability programs. The attendance rate amounted to 100%.

► Responsibilities

The Sustainability Committee takes sustainable development as its highest guiding principle and has proposed relevant projects for business and functional units to respond to economic, social, and environmental issues. The Sustainability Committee particularly focuses on the following tasks :

- Review the performance of the previous year and design sustainable development for the coming year by communicating and cooperating with various units.
- Coordinate available internal resources.
- Oversee the progress of relevant projects.
- Apply for certification and awards related to ESG area

Corporate Governance Department

► Members

MediaTek has established its Article of Incorporation and organizational structure in compliance with all applicable laws such as the Taiwanese Company Act, the Taiwanese Securities and Exchange Act, and other laws and regulations relevant to corporate governance. The Board owns the highest authority of corporate governance and assigns the Corporate Legal Division to ensure governance compliance, where the General Counsel serves as the Corporate Governance Officer.

► Responsibilities

- Conduct all matters related to the Board meetings and the annual shareholders' meeting, to conduct onboard and continuing education for the Board of Directors, to provide necessary information for the Board of Directors to fulfil their duties, and assist the Board to comply the applicable laws and regulations.
- In 2021, the Corporate Legal Division has assisted the Board of Directors to complete a series of training courses, such as "Prevent and investigate corporate internal fraud through AI and Big Data (Parts I and II)", "Evaluation and execution of M&A from a legal perspective (Parts I and II)" and so on, to help the Board of Directors to gain the latest industry trends and perform the Board function more effectively.

Risk Management Committee

► Members

The Risk Management Committee acts as the highest level of decision-making center to lead risk management of the company, where the executive secretary is responsible for coordinating relevant business and functional units to enforce the risk management agenda and report the results to the Board of Directors.

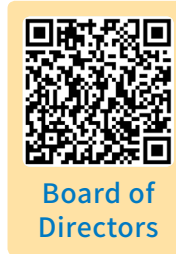
► Responsibilities

- The Risk Management Committee is responsible for overseeing the company's risk-management matters, including making risk-management policies and reporting the status and achievements to the Board annually. The Executive Secretary is also responsible for convening committee meetings, where corresponding business and functional units report their risk-management plans and enforcement status, and the Internal Audit Division would assist the Board with enforcement evaluation and provide its advice to the Board for further improvement.



4.2 Achievements in Corporate Governance

MediaTek has shown a strong commitment by enforcing important corporate governance practices, including protection of shareholder interests, equitable and fair treatment to shareholders, consolidation of the Board structure and its operation, enhancement of information transparency, and sustainable development. We have established the Investor section on our corporate website, which provides the annual reports (Chinese and English versions), financial statements, share price and dividend information, handbooks for shareholders' meeting, and other relevant materials. Moreover, the "Corporate Governance" section of our website publishes the Article of Incorporation, relevant Bylaws, the Code of Corporate Governance as well as selected resolutions of Board meetings. For details of the 2021 performance evaluation of the Board, and its functional Committees, and the individual Directors, please refer to our company website. In addition to the mandatory requirements by applicable laws and regulations, MediaTek has established the Dividend Policy which stipulates the concrete principles of dividend and discloses relevant information in the Annual Report to enhance corporate governance and shareholders' rights. To strengthen the Board function, MediaTek revised the rules for "Board of Directors Self-Assessment of Performance" to adopt the external evaluation on the performance of the Board of Directors in 2021.



In addition, to advance Intellectual Property management, MediaTek not only establishes the management plan connected to operation goal and reports the results to the Board regularly, but also obtains the Taiwan Intellectual Property Management System (TIPS) Level A Certificate in 2021. Moreover, to promote sustainable development in terms of environmental, social, and corporate governance (ESG), in 2021, the company purchased NTD100 millions of green bonds.

Furthermore, MediaTek holds online earnings conference call each quarter, where the CEO and CFO report business performance and long-term planning of the company to institutional investors and the public. The earnings conference call is also live-streamed on the company website, and the webcast replay, press release and relevant announcements is also provided after the call in order to help investors gain an understanding of the company. MediaTek is devoted to better information disclosure. The company is in the top rankings of corporate governance evaluation and is awarded Excellence in ESG from CommonWealth Magazine, and therefore is highly recognized by institutional investors and relevant evaluation units.

Major corporate governance practices

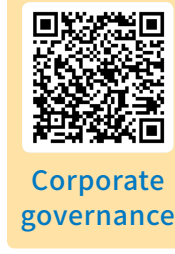
- The handbook for the annual shareholders' meeting is available on MediaTek's official website within 30 days prior to the date of the Meeting.
- MediaTek publishes the material information in both Chinese and English in terms of the information of the annual shareholders' meeting as the Board resolves to convene the Meeting.
- MediaTek discloses information relating to corporate governance, sustainability, and risk control on our website.

Annual report discloses

- The Independent Director's comments on the major Board resolutions, the Audit Committee's resolutions and the company's subsequent response;
- The enforcement status of the shareholders' meeting resolution, the Board's performance evaluation and evaluation procedures, and the Corporate Legal Division's duties and its current status.

4.3 Integrity and Legal Compliance

In order to ensure the fulfillment of ethical management and legal compliance, MediaTek periodically provides internal training courses covering topics of Proprietary Information Management (PIM), and Trade Secrets Protection among others, and thereby strengthening employees' awareness of ethical management and enhancing our corporate governance. In legal compliance, MediaTek follows domestic and international policies and laws that may potentially impact the company's business and financial operations, reviewing and revising the internal rules accordingly. In turn, the Internal Audit Division examines the enforcement status of legal compliance in accordance with the internal rules. For instance, MediaTek has established a Whistleblowing System, with dedicated reporting channels and investigation procedures aiming to enforce the principles of ethical management as regulated in the Ethical Corporate Management Best Practice Principles and Code of Business Conduct.



MediaTek has adopted a zero-tolerance policy for corruption and anti-bribery, unfair the competition, intellectual property infringements, and insider trading. Any employee who violates the Code of Business Conduct or relevant internal rules was reported by the Whistleblowing System or known by the internal auditing mechanisms would be severely punished to the full extent of our policies and the law, and the company would conduct the investigation, keep the records, and feedback upon the alleged violation to protect our reputation and ethical values. For more information on our Code of Business Conduct, please refer to our website: <https://www.mediatek.com/investor-relations/corporate-governance>.

Top 8 Guidelines of the Code of Business Conduct

Zero tolerance for bribery, corruption, extortion, and embezzlement



Strict prohibition against giving or receiving inappropriate gifts and entertainments



Refrain from unfair competition and behaviors that cause adverse impact on the environment, labor safety, and the society



Respect intellectual property rights and honor confidentiality obligations



No contact with those who fail to comply with our Code of Business Conduct



Insider trading prohibition



Avoid the conflict of interest



Protect privacy and personal information



How to whistleblow

If our employees discover any irregularities against the Ethical Corporate Management Best Practice Principles or the internal rules, they are allowed to report anonymously either to their direct supervisor or the auditing office. MediaTek treats any whistleblowing complaint and investigation in a confidential and sensitive manner, thus the whistleblower's personal information will be kept confidential, and the senior manager will personally administer the complaint.

-  886-3-603-0011 (Audit Division Manager)
-  ethics.reporting@mediatek.com (Automatically transfer to the Audit Division Manager)
-  MediaTek Audit Division Manager, No. 1, Dusing 1st Rd., Hsinchu Science Park, Hsinchu City 30078, Taiwan

The Status of Internal Training for Employees in 2021

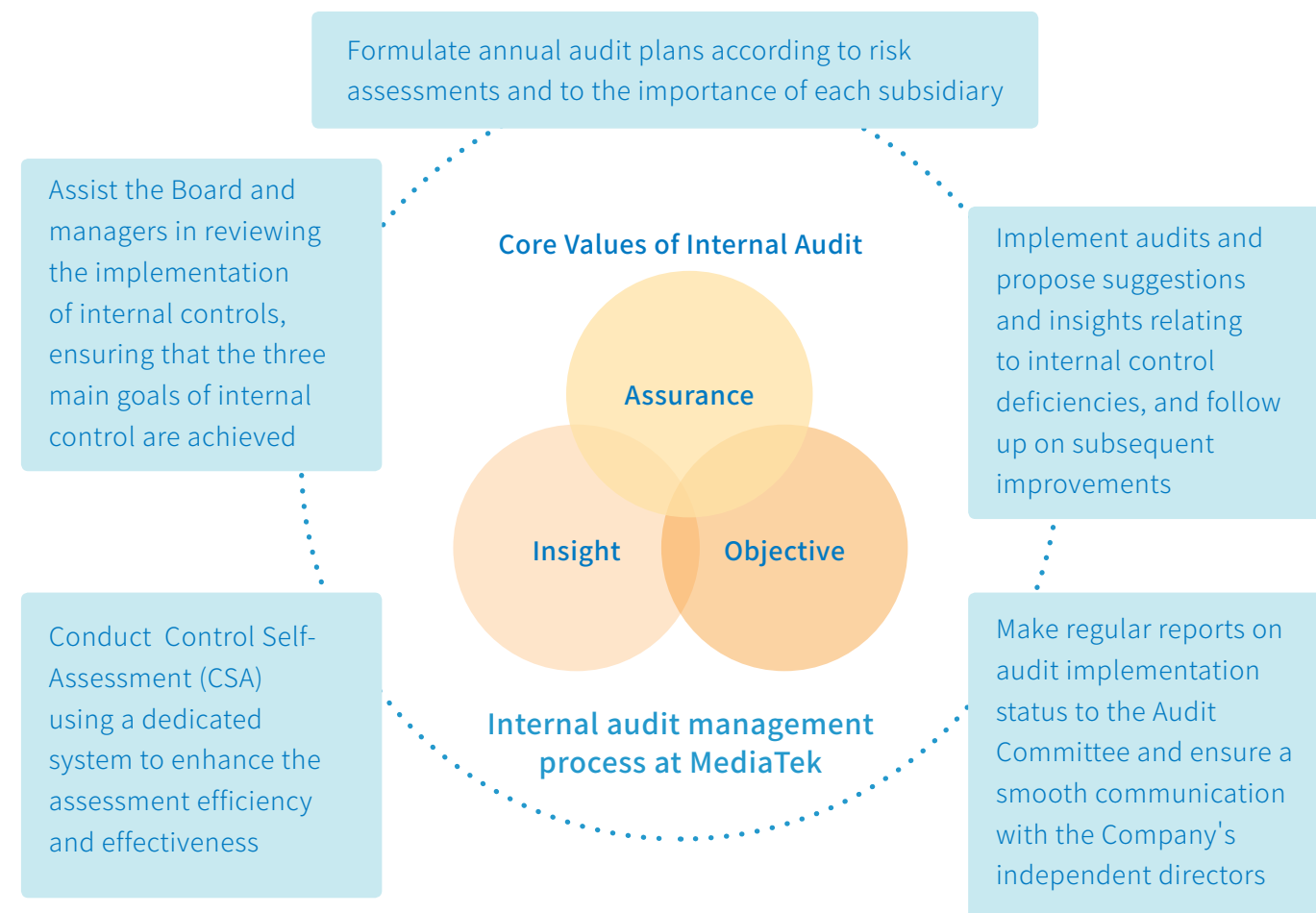
Courses	Attendees	Hours	Completion Rate
Code of Business Conduct (annual training)	9,728	8,480.84	100%
Insider Trading Prevention	1,875	2,310.19	97.91%
Trade Secrets Protection	1,884	2677.10	97.31%
Personal Data Protection Policy	1,882	1032.92	97.31%
Propriety Information Management (annual training)	9,587	720.68	99.89%

[Note] Completion Rate = the number of employees who complete the training divided by the number of employees eligible to attend the trainings. The calculation of the rate will be determined by several factors, including the number of target employees (e.g., new hires or current employees), the training cycle, the on-board date/the last working date of employees, and the launch date of the training.

4.4 Internal Audit




In accordance with the applicable laws and regulations, and under the leadership of MediaTek's Board of Directors, the company has established an Internal Audit Division. The Internal Audit Division reports to the Board of Directors and the Audit Committee to ensure its independence and professionalism.

Each year, Internal Audit personnel performs regular and ad hoc audit, providing recommendations for improvements and following-up the implementation of the recommended actions by the relevant stakeholders. MediaTek published a Whistleblowing Policy to enhance the company's corporate governance. According to this policy, each whistle blower case is handled promptly, impartially and objectively and the identity of the whistleblower is kept confidential.



[Note] CSA= Control Self-Assessment

Areas reviewed with the internal control mechanism

-  Reasonably ensure the effectiveness and efficiency of operation (including profitability, performance and protection of asset safety, etc.)
-  Make reliable, timely and transparent reporting.
-  Ensure legal compliance with the relevant law and regulations.

4.5 Risk management

Management Guidelines: Risk Management

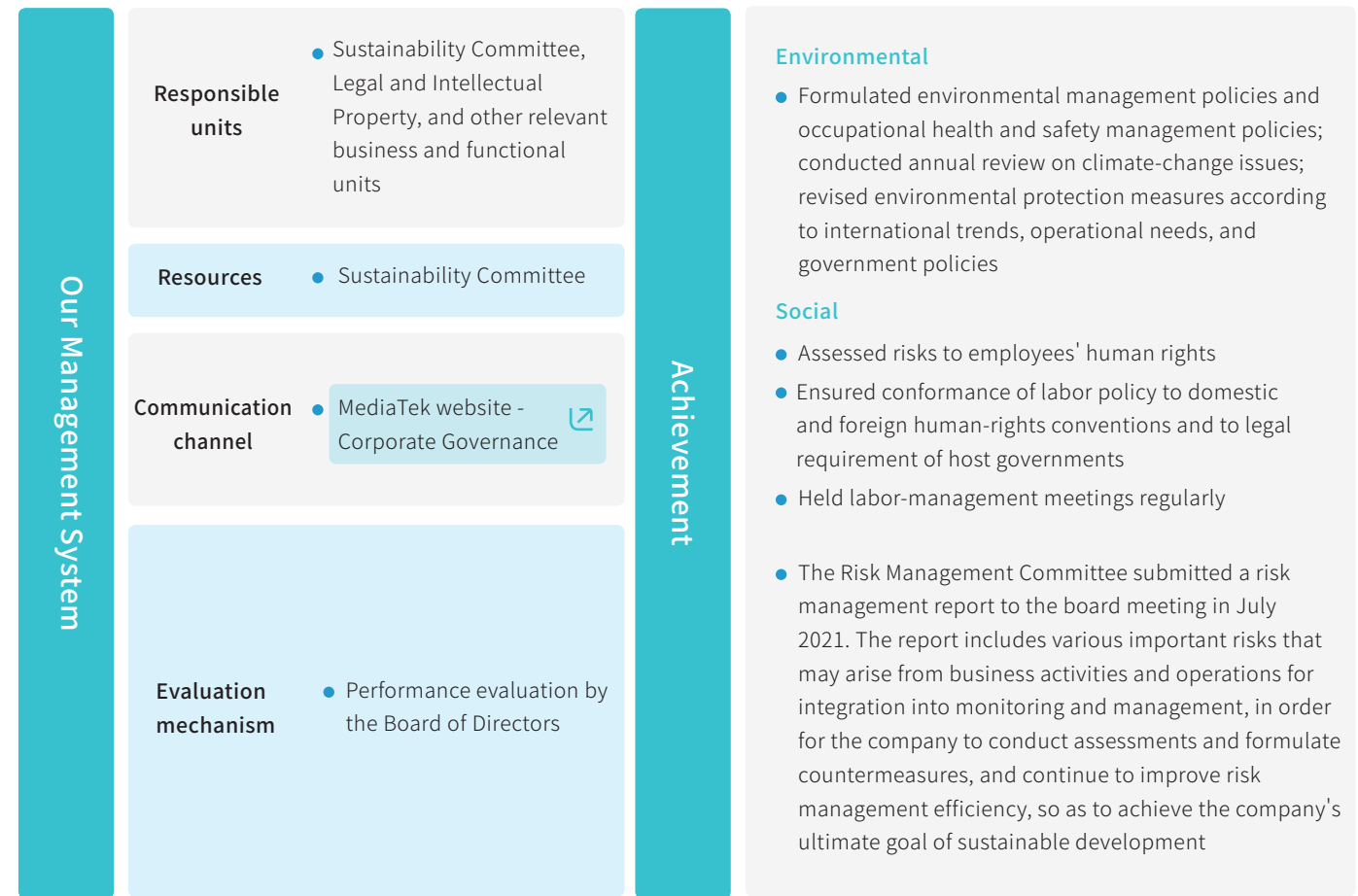
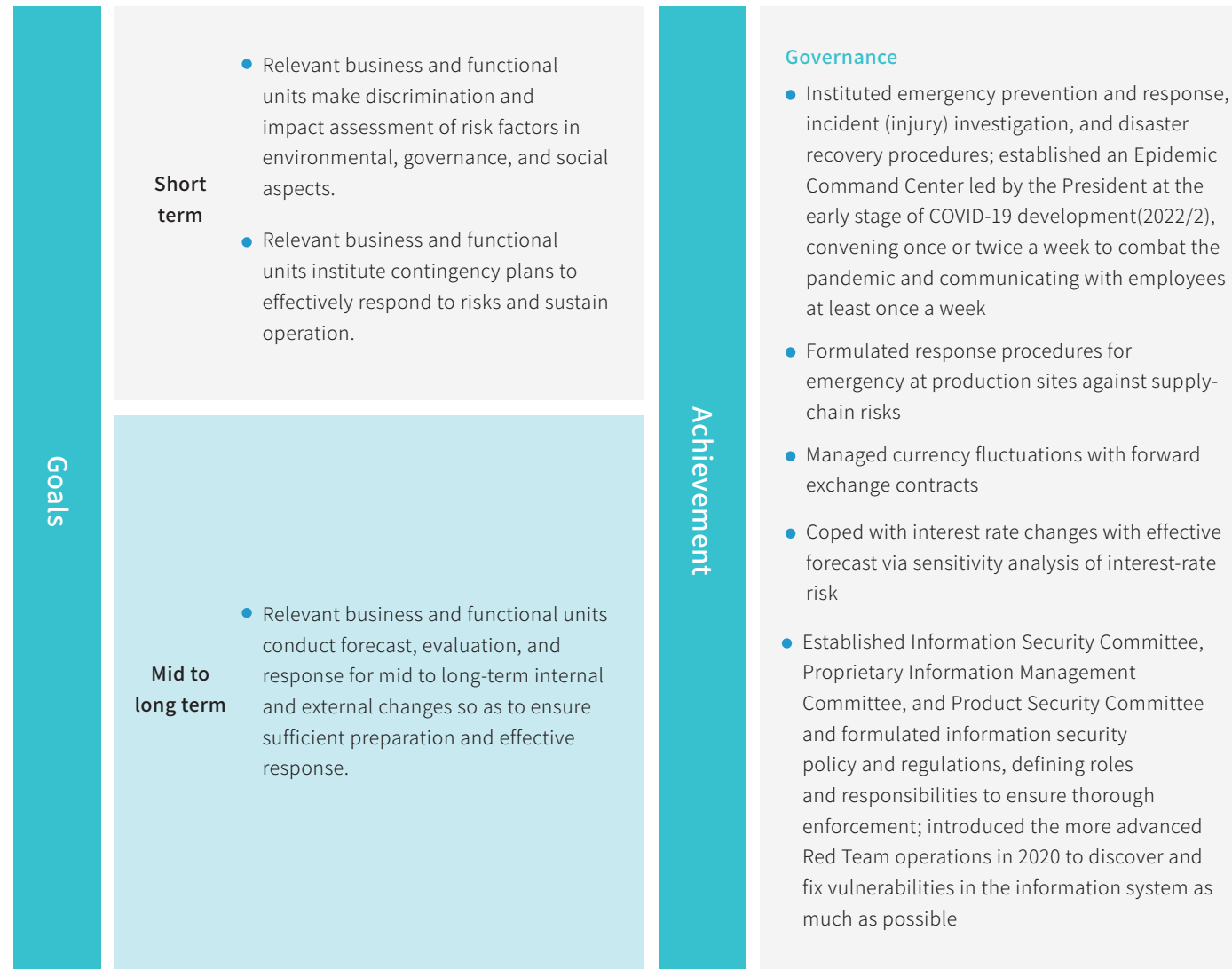


Importance to MediaTek

Enterprise must take precautionary measures and against and timely response mechanism to potential impact of internal and external changes on operation, so as to sustain corporate operation and protect the interests of stakeholders.

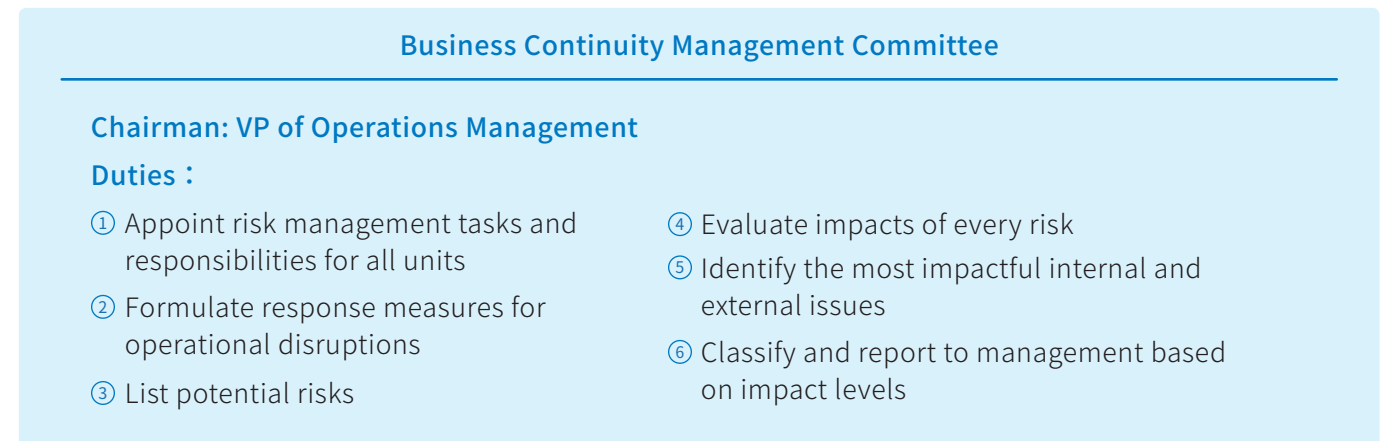
Commitments and Policies

Relevant business and functional units conduct risk assessment, countermeasures, and tracking based on the company's business continuity plan. Risk management covers analysis of impact and opportunities in the environmental, governance, and social aspects.



Business continuity plan (BCP)

Consideration of various potential business risks and hazards are a prerequisite to pursuing sustainable operation, providing corporations with response procedures and recovery mechanisms in the event of crises and minimizing unexpected business impacts. MediaTek uses the Business Continuity Plan (BCP) to respond to various risks and crises, making preparation and conducting drills for potential risks and disasters through a range of components ranging from damage identification to risk control. We have also established backup measures at all major sites around critical global locations so that normal operation of business functions can be resumed in the shortest possible time in an organized and planned manner in the event of a disaster. Additionally, we also have relevant programs and responses in place to ensure that our clients can continue their operations even when disasters and crises impact on client interests, and reviews are conducted after the fact to avoid repeated damage to client interests.





Risk Management and Opportunities

Risk aspects	Risk topics	Scope of impact	Management measures	Response measures	Opportunities	
Governance	Business risks	Safety of MediaTek employees and equipment; internal operations	Emergency prevention	The company assessed and identified emergencies (e.g., epidemic, fire, and typhoon) that may impact employees, facilities, etc. and instituted corresponding preventive measures to reduce the frequency of occurrence. Such measures include on-campus guidance, real-time control, entry control, regular promotion, and real-time communication.		
			Emergency response	Upon occurrence of an incident on campus or in neighboring buildings that impacts the safety of the environment, personnel, and property, a response team would be formed consisting of relevant managers to undertake disaster relief and reduce the losses to the minimum.	Protects our employees, our most important assets	
			Incident (injury) investigation	All employees who suffer injuries or near misses in the workplace, during commutes, or during travel for official business should adhere to appropriate procedures for minimizing damages, where similar events are prevented through inspection and review of causes and prevention measures.	Increases stakeholder confidence in MediaTek operations, particularly with regard to clients and suppliers, ensuring minimal damage to our business collaborations	
			Disaster recovery procedures	The company ensured that backup measures can be initiated immediately when disasters occur so that business operation can continue.		
			Response procedures for emergency at production sites	When emergencies occur at outsourcing companies, relevant personnel should adopt notification and response measures in accordance with established procedures in order to provide timely information of, report on, and make adjustments to production and product delivery. Relevant personnel should determine emergency levels, collect status information, provide information on impacts to production and product delivery, propose response measures, and conduct subsequent follow-ups until the situation has been resolved or until production has resumed.	Strengthens collaborative relationships between MediaTek and suppliers	Allows MediaTek to keep track of supplier situations

Risk Management and Opportunities

Risk aspects	Risk topics	Scope of impact	Management measures	Response measures	Opportunities
Governance	Exchange rate fluctuations	The company's operating activities (when revenues or expenses are denominated in a different currency from the company's functional currency); the company's net investments in foreign subsidiaries	Forward exchange contracts	The company periodically reviews its assets and liabilities denominated in foreign currency and enters 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.	Effective control of exchange rate fluctuations impacts on MediaTek's cash flows and asset values
	Interest rate changes	The company's investment of debt instruments at variable interest rates; bank borrowings with fixed and variable interest rates	Sensitivity analysis for interest rate risks	The interest rate sensitivity analysis is performed on items exposed to interest rate risk as of the end of the reporting period, including investments and bank borrowings with variable interest rates. It analyzes the impact on the company's profit if an increase/decrease of 10 basis points of interest rate in a reporting period.	Predicts financial impacts brought on by interest rate fluctuations
Environmental	Information security	Cyber-attacks and data leakages which can affect the protection of intellectual property and can result in interruption of operations, financial losses, legal issues, and damage to customer relationships	<p>Cyber Security</p> <p>Committee is led by the highest manager of the Information Technology department and includes members from the unit as well as the Cyber Incident Response Committee. The Committee is in charge of the formulation and periodic review of information security policies and control measures, including incident reporting and response mechanism. Status reports are provided to the Board.</p> <p>The Committee meeting runs on a half year basis and whenever needed depending on the security management. The Committee leader reports to the Board of Directors on a half year basis.</p>	<p>Cyber Security</p> <p>Based on the Cybersecurity Framework of the National Institute of Standards and Technology, we established six control mechanisms:</p> <ul style="list-style-type: none"> ● Identification: Develop strategies to manage risks in daily operation based on our business environment and resources; ● Protective measures: Formulate and implement corresponding measures to mitigate the impact of information-security incidents on key services; ● Threat detection: Institute real-time information-security incident detection and alert mechanism; ● Response mechanism: Institute cyber security incident response team to take charge of response to such incidents; ● Recovery: Formulate data backup plan, enabling resumption of normal operation within shortest time; ● Education and training: Provide training to all new hires and relevant business/functional units to reinforce employees' awareness of cyber security. 	<p>Financial impacts brought on by interest rate fluctuations</p> <p>Increases resilience and resourcefulness in responding to cyberattacks</p> <p>Prevents financial/property loss</p> <p>Prevents violation of laws/contracts</p> <p>Establishes a stable and ethical environment for customer relationship and brand image</p>

Risk Management and Opportunities

Risk aspects	Risk topics	Scope of impact	Management measures	Response measures	Opportunities
Environmental	Information security		<p>Information security</p> <p>The Information Security Committee consists of representatives from business and functional units. The Committee Chair is responsible for convening periodical meetings on the proposal and evaluation of PIM regulations. Periodical and irregular auditing are conducted by this Committee and the results are regularly reported to the Board.</p>	<p>Information security</p> <p>We follow a 14-item global PIM policy that regulates behaviors, target audience, area, confidentiality labeling, training mechanisms, and so on, in order to prevent deliberate or unintentional damage, exposure, loss, alteration, improper contact, duplication, transmission, or usage of information assets. All new hires receive a training session on information security, and sessions tailored to every site/department are provided to augment employees' security awareness at least once a year. The Audit Division carries out monthly information-security inspections and report their results to corresponding managers and the Information Security Committee. The Audit Division also conducts annual reviews of the information security systems for key technologies and documents.</p>	
			<p>Product security</p> <p>The company formed a "Product Security Office" (PSO), which consists of departments of Product Security Management and Product Security Technology. PSO is responsible for driving product security management initiatives stemming from resolutions of the Product Security Committee (PSC), which is comprised of Vice Presidents from business units and corresponding functional units. The PSC review meeting is periodically held, mainly to provide progress report to the President and to decide on directions and key tasks in the next phase.</p>	<p>Product security Management</p> <p>Comprehensively promoting the "Product Security Development Life Cycle" (PSDLC) procedure: Each product line has established the product security team to carry on standard product security procedures including a.) threat modeling; b.) security tool scanning of static code; c.) security testing; d.) change management after mass production.</p> <ul style="list-style-type: none"> Introducing BSIMM (Building Security in Maturity Model): MediaTek has become the first company in Taiwan which applies the BSIMM assessment by the external software security consultants, showing that MediaTek has introduced control measures in line with international standards in product development stages of requirement, design, coding, testing, and delivery. Strengthening the product security incident response process: a. Establishing a Product Security Incident Response Team (PSIRT) in each product line to be responsible for product security incident handling. b. Establishing MediaTek product security bulletin which publishes fixed vulnerability information monthly. Remind customers and end-users to update security patches. c. Joined MITRE CVE program to become a CNA (CVE Numbering Authority) to achieve the purpose of assigning CVE ID and instantly manage the vulnerability information. 	

Risk Management and Opportunities

Risk aspects	Risk topics	Scope of impact	Management measures	Response measures	Opportunities
Environmental	Climate change	To reduce the impact of extreme weather, the global community pays attention to whether corporates comply with environmental protection trends or standards.	Environmental, occupational health & safety management, Green product policies	<ul style="list-style-type: none"> Establishing MediaTek Bug Bounty Program and inviting well-known security researchers to find potential security vulnerabilities and patch them in advance, thus reducing the risk of security vulnerabilities, and demonstrating MediaTek's commitment to product security to customers and end-users. Continuing the promotion of internal training to strengthen all employees' product security awareness and standard product security development procedures. 	
				<p>We conduct annual reviews of international environmental protection trends and formulate environmental protection measures according to operational needs; we also conduct internal training and promotion to help our employees understand the impacts on climate change and the company's environmental protection themes for the year so that they can adhere to various environmental protection policies when carrying out their job duties.</p>	<p>Enhances MediaTek's sustainable competitiveness</p> <p>Creates differentiated values</p>
Social	Risks to human rights	Breach of law and damage to labor-management relationship	International Bill of Human Rights Local labor law and regulations Labor-management meetings	<p>In legal aspect, assure conformance of labor policy to the legal requirements of domestic and international human-rights conventions. Hold labor-management meeting regularly, discussing implementation of human-rights policy, labor environment and conditions, policy and compensations/fringe benefits for attaining consensus, to assure information transparency and smooth communication between the two parties.</p>	<p>Establishes a friendly and inclusive workplace, where employees can exercise their potential and obtain reasonable compensations</p> <p>Forms a good-employer brand image</p>

Information Security Management

MediaTek's information security management system includes but is not limited to privileged access management, vulnerability assessment, penetration testing, malware detection, multi-factor verification mechanisms, social engineering drills, etc. On top of the above, it is equipped with intrusion detection systems at key system/network outlets. A professional information security team is dedicated to ensure the effectiveness of incident detection and response.

MediaTek requires suppliers to abide by its information security policy, regularly evaluating their information security levels and engaging in communication with them. Information requirements and regulations, such as patch management compliance, are included in outsourced information system contracts to avoid impacts on business operation. Through the aforementioned measures, MediaTek endeavors to put in place a trustworthy corporate environment.

As part of its continuous effort in verifying the effectiveness of its information security system, MediaTek introduced the Red Team operation in 2020. Red Team operation aims at discovering and fixing vulnerabilities in the network and system architecture through simulations of cyber-attacks. Granted the 2nd place of TCSA's Information Security Leadership Award in 2021, continues to enhance to information security protection to all enterprise applications, including: inspecting enterprise network perimeter and strengthening endpoints security, improve cloud information security protection. Through HITCON 2021, MediaTek also cooperated with the Ministry of Science and Technology in the information security forward-looking project, cooperate in software automation security inspection technology workshop, and sharing information security technology at the SP-ISAC information security seminar, cultivating the information security talents needed by the industry in many aspects. And continue to be a role model for corporate information security.

Epidemic Prevention, Control and Management

In line with control grading and regulations of the Taiwan Center for Disease Control (CDC) and the World Health Organization (WHO), MediaTek formulated Regulations for Epidemic Prevention, Control and Management, with which measures, such as health management, business travel restrictions, visitor rule tightening, environment cleaning enhancement, were adopted according to levels of alert. The Human Resources was responsible for the formulation, revision, and enforcement of relevant rules and regulations, for forming a dedicated task force and activating the Regulations, for monitoring the development of the epidemic and proposition of response measures, and for reporting to the highest authority of Human Resources.

As early as February 2020, Human Resources established an Epidemic Command Center (ECC) headed by the President in response to the COVID-19 pandemic. The ECC convened once or twice weekly to have a firm grip on the latest epidemic status as a basis for subsequent response planning and communication with employees. Based on guidelines of the Center of Disease Control and ECC resolutions, the following actions were taken to establish a comprehensive network for epidemic outbreak prevention and control:

Health management

- 1 All employees had to wear masks for entry into office buildings and fill in a Health/Travel Survey daily.
- 2 The Wellness Center divided employees into different categories based on the Health/Travel Survey to facilitate subsequent tracking and monitoring.
- 3 A standard response procedure ensuing any confirmed infection was established to best prevent a potential outbreak. If an employee is confirmed infected, employees in proximity had to immediately begin working from home. In cases of fever, the employee should promptly seek medical attention and receive testing and treatment. Employee with confirmed infection should receive affirmation of full recovery by their doctor before returning to office.

Business travel restrictions

- 1 Consistent with the CDC's travel recommendations by area, employees had to request for special approval for any business travel to high-risk areas.
- 2 To employees scheduled for a business travel, prevention measures were provided: the employee would be provided a personal protection kit, get upgraded to business class, and assisted in arranging for best protective travel and accommodation choices.
- 3 Upon returning from a business travel, the employee had to follow the rules and regulations of the CDC.

Rules and regulations for visitors and onsite outsourcing employees

- 1 All visitors had to fill out a Health Declaration Form, be taken their temperatures, and requested to complete hand sanitization upon entry into office buildings.
- 2 Any visitor or onsite outsourcing employee with a temperature exceeding 38° C would be denied entry.
- 3 Verified visitors travel and contact history. For those with temperature below 38° C, apart from sanitizing their hands, they are required to wear a face mask throughout the visit.

Environment cleaning enhancement

- 1 Common spaces, such as elevators, visitor meeting area, lobby, lavatories, and door knobs, are wiped and disinfected on schedule several times a day.
- 2 Alcohol sanitizers are placed at entrances of all buildings, elevators, large conference rooms, training rooms, and pantries.

Pandemic leave

Pandemic leave was announced in accordance with the regulations of the governing authorities and intended to meet the needs of epidemic prevention.

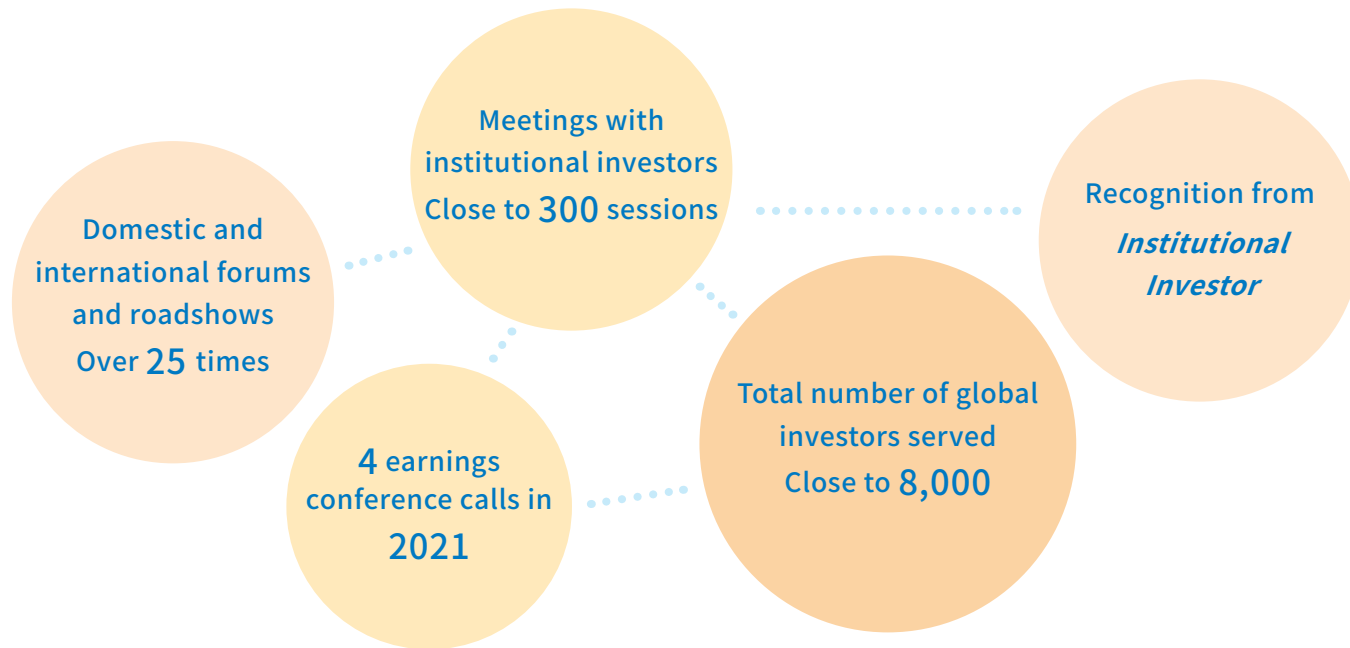
Apart from the above practices, the following communication was done to establish a community equipped with knowledge of the epidemic and capable of responding to the ever-changing threats of the pandemic:

- 1 **Pandemic Prevention Website** An internal website was set up with the latest news and updates of the pandemic.
- 2 **Social media** Those news and updates were also shared on employee-exclusive Line/WeChat communities to back up the established channels.
- 3 **Pandemic education** Flyers and brochures were compiled with graphs and charts to help employees practice personal and family prevention and control.





4.6 Investor Relations



According to the 2021 Institutional Investor's "All-Asia Executive Team-Technology/Semiconductor" rankings, MediaTek was ranked top three in terms of the most Honored Companies, Best ESG, Best CEO, Best CFO, Best IR Team, Best IR Professional.

MediaTek highly values the feedback from global investors. Apart from establishing a spokesperson system, the company has dedicated personnel to the collection and disclosure of real-time corporate information for the reference of stakeholders. Meanwhile, via domestic forums, roadshows and meetings with institutional investors, the company interacts with investors and listens to their recommendations which serve as an important reference for future development strategies.

Spokesperson policy	
Spokesperson David Ku Acting Spokesperson Jessie Wang	Collection and disclosure of company information Contact person Jessie Wang Phone 886-3-567-0766 Email ir@mediatek.com

Shareholder Service

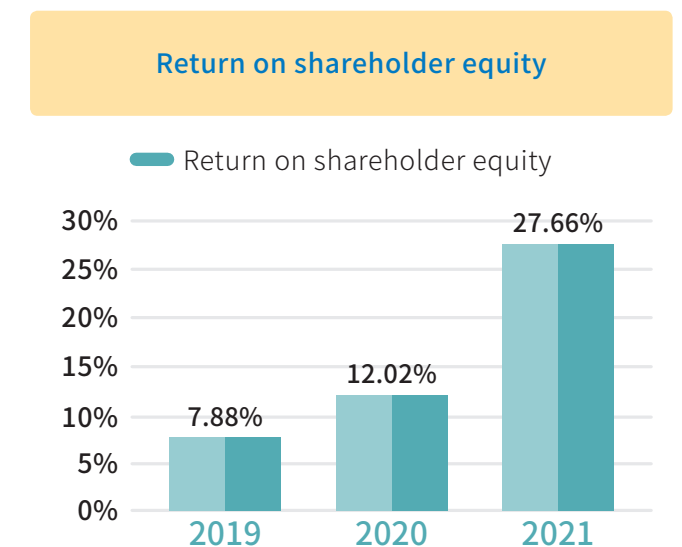
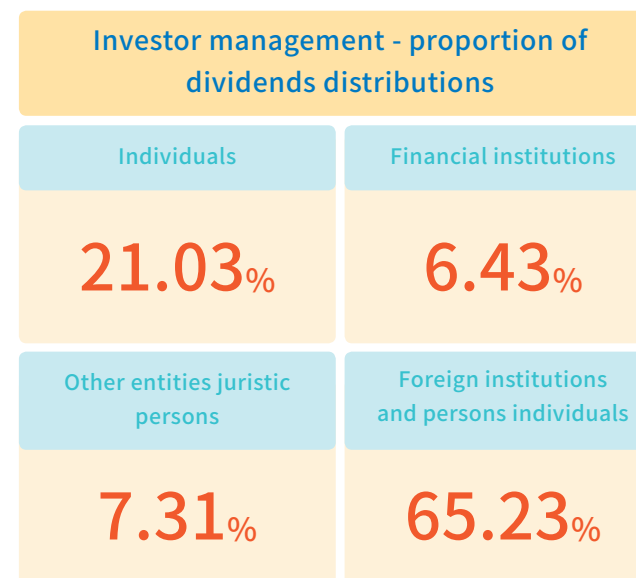
Each year, MediaTek convenes shareholders' meeting and undertakes matters in the meeting agenda in accordance with the resolution results to protect shareholders' interests. To maintain a smooth two-way communication channel with global shareholders and investors, since 2012, MediaTek has implemented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

In the face of the COVID-19 pandemic in 2020, for its shareholder's meeting, apart from encouraging shareholders to engage in electronic voting, MediaTek also adopted the relevant pandemic prevention measures in accordance with "Operational Guidelines for Pandemic Prevention in Convening Shareholders' Meeting" promulgated by the competent authority, e.g. maintaining social distance (checkerboard seating), face mask wearing for shareholders and staff working within and without the meeting venue, temperature taking for shareholders when registering attendance, accepting early registration of attendance to prevent violating shareholders' interests in attending the meeting.

Dividend Policy

According to our dividend policy, which was established in accordance with the Company Act and MediaTek's Article of Incorporation, distribution of dividends should consider the company's current and future investment environments, funding needs for capital, domestic and international competitive status, and capital budgeting plans, as well as factors such as shareholder interests, and the balance between dividend and the company's long-term financial plans.

According to the law, the company should consider financial, business, and operational aspects when deciding whether to distribute all surpluses for the year; distribution proposals should be formulated by the Board of Directors and submitted to the shareholders' meeting for approval. However, the proportion of cash dividends distributed to shareholders should be no less than 10% of the total dividends distributed to shareholders.



5 Environmental Management

- 5.1 Responsible Supply Chain Management
- 5.2 Climate-Related Risk Management
- 5.3 Facility Management

Material Issue in this Chapter

- Supply Chain Management

A carbon reduction plan & inventory for the supply chain was completed and an audit of actual achievements in the field of carbon reduction was carried out in 2021 in line with the UN Sustainable Development Goals to ensure achievement of the goal of **2% annual reduction of carbon intensity** by major suppliers.

In line with the principle of local procurement, local purchases from Taiwanese suppliers exceed **NTD250 billion** per year.

In 2021, the Company passed the external **ISO 14064** GHG and **ISO 50001** Energy Management System certification audits. GHG reporting and reduction has been carried out in a highly effective manner.

A series of eco-friendly, low-carbon improvements have been implemented in the Corporate HQ Office Building: **Energy saving LED lighting fixtures and EV charging stations were installed for the whole building in 2021**, and it is planned to continue the process of installing a battery swapping station for e-scooters in 2022.

Total power generation of the self-installed rooftop-type solar power system amounted to around **0.194 GWh** in 2021. This system is expected to deliver carbon savings of around **97 metric tons** annually. It is planned to initiate evaluations for a second system in 2022.

Management Guidelines: Supply Chain Management

GRI 103-1、103-2、103-3、308-1、414-1



Importance to MediaTek

MediaTek is a fabless semiconductor R&D company. Risk surveys and carbon footprint inventories indicate that back-end manufacturing operations represent the key link for social and environmental impacts. The principal task of the Company therefore lies in close cooperation with suppliers to reduce potential social and environmental impacts.

Commitments and Policies

Building of stable partnerships characterized by mutual trust and joint growth with suppliers and establishment of sustainable business models. Supplier screening is carried out based on ESG criteria to confirm that suppliers have relevant management systems and organizational structures in place. Monthly/annual on-site/written audits are conducted and relevant training courses or improvement meetings are scheduled. In addition, supplier conferences are organized to recognize and encourage outstanding suppliers.

Goals	Short term	<ul style="list-style-type: none"> Joining hands with suppliers setting the goal of 2% annual reduction in carbon intensity Signing of the code of conduct by all suppliers in 2022 	Achievement	<p>Code of Conduct</p> <ul style="list-style-type: none"> 93% of the 29 suppliers of the Company have signed the Supplier Code of Conduct (the signing rate has increased by 9% over the previous year) <p>Supplier ESG Risk Assessment</p> <ul style="list-style-type: none"> Average certificate acquisition rate of the supply chain: 100% in the economic dimension, 98% in the environmental dimension, and 84% in the social dimension. <p>Supplier Social Responsibility Assessment</p> <p>On-site audits were carried out for seven key suppliers note in 2021. The Company engaged in material risk management-related guidance and communication</p> <ul style="list-style-type: none"> Conflict Minerals 100% adoption of RMI (Responsible Minerals Initiative)-approved smelters. Local Procurement Locally produced raw materials and local suppliers account for 77% and 85% of all procurements.
	Mid to long term	<ul style="list-style-type: none"> Maximization of the Company's influence on its suppliers, carrying out of GHG emission inventories, and adoption of management measures for the supply chain in response to domestic and international eco-friendly initiatives in the field of environmental protection and carbon reduction. 		<p>MediaTek Influence</p> <ul style="list-style-type: none"> The Company organizes Responsible Supply Chain Forums on an annual basis. In response to the net-zero carbon initiative of the UN
Management approach	Responsible unit	<ul style="list-style-type: none"> Unit in charge: Manufacturing Department External responsibility: Cooperating suppliers 		
	Resources	<ul style="list-style-type: none"> A total of 10 staff members in the Supply Chain Management Department and dispatch of Sustainability Committee and Technology Department 		



[Note] Key suppliers are defined as the top three capacity suppliers for MediaTek products in 2021 and potential partners and back-end providers of Outsourced Semiconductor Assembly And Testing (OSAT) (a total of seven).

Climate change poses a serious threat for the global ecological environment. In view of the danger posed by global warming and the joint responsibility in the field of carbon reduction, MediaTek places top priority on environmental issues in its sustainability efforts and embraces the ultimate goal of eco-friendly operations. Sustainable supply chain management, climate risk identification and responses, and resource management have been initiated based on ongoing cooperation with suppliers. The Company is also firmly committed to self-regulation and ongoing enhancement of resource use efficiency to achieve the goal of environmental sustainability.

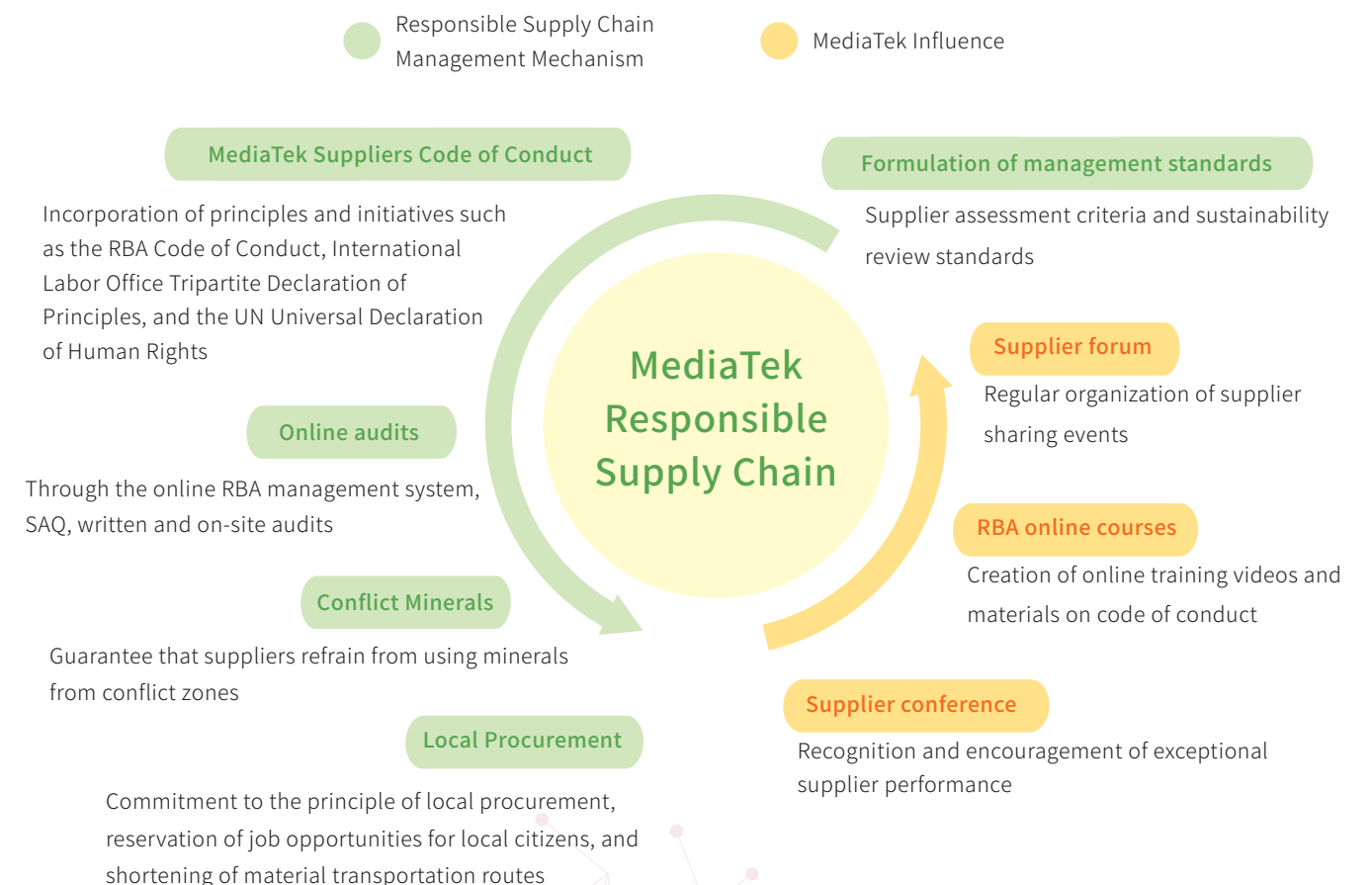
5.1 Responsible Supply Chain Management

Implementation of a comprehensive supply chain evaluation mechanism to promote supply chain sustainability

As a leading technology provider for the global semiconductor industry, MediaTek is located at the front-end of the value chain. All back-end processes involving raw material procurement, OEM manufacturing, packaging, and testing are carried out by suppliers, which results in the formation of partnerships characterized by professional division of labor and mutual cooperation. Risk surveys and carbon footprint inventories indicate that back-end manufacturing operations represent the key link for social and environmental impacts. Close cooperation with suppliers to reduce potential social and environmental impacts therefore represents the principal task of MediaTek in the field of green operations.

MediaTek upholds the vision of building a sustainable business model and compiles standards and initiatives in the economic, social, and environmental dimensions for the design of a responsible supply chain management mechanism and ESG risk assessments paired with purchasing behavior. New suppliers must pass ESG risk assessment reviews before being listed as a qualified manufacturer. Upon approval, listed suppliers are still audited on an ongoing basis to ensure conformity and compliance with various management rules and regulations. MediaTek continues to maximize its influence as an industry leader by relying on annual audits, supplier conferences, and discussion forums with the ultimate goal of creating sustainable business models in collaboration with value chain partners.

Overview of MediaTek Sustainable Supply Chain Management Tools



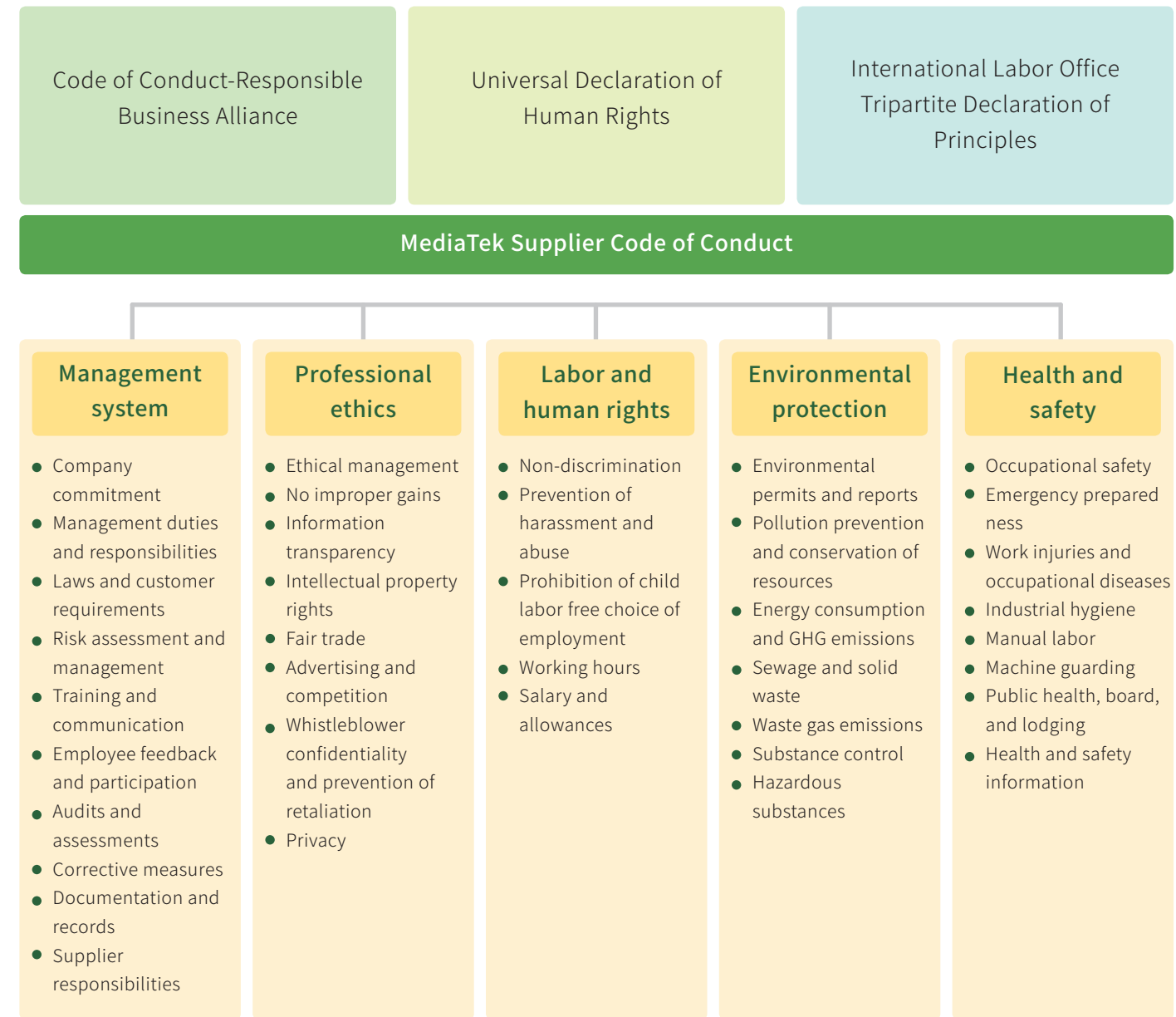
5.1.1 Responsible Supply Chain Management and Procurement Mechanism

With a view to building long-term, stable partnerships with its suppliers, MediaTek strives to incorporate sustainable development concepts into its sustainable supply chain management approaches. The goal lies in the advance control of potential risks and detection of potential market opportunities. Since the launch of social responsibility audits in 2016, we have not only requested suppliers to sign social responsibility statements but also rely on the RBA (Responsible Business Alliance) online management system to manage sustainability conduct and performance of suppliers.

MediaTek Supplier Code of Conduct

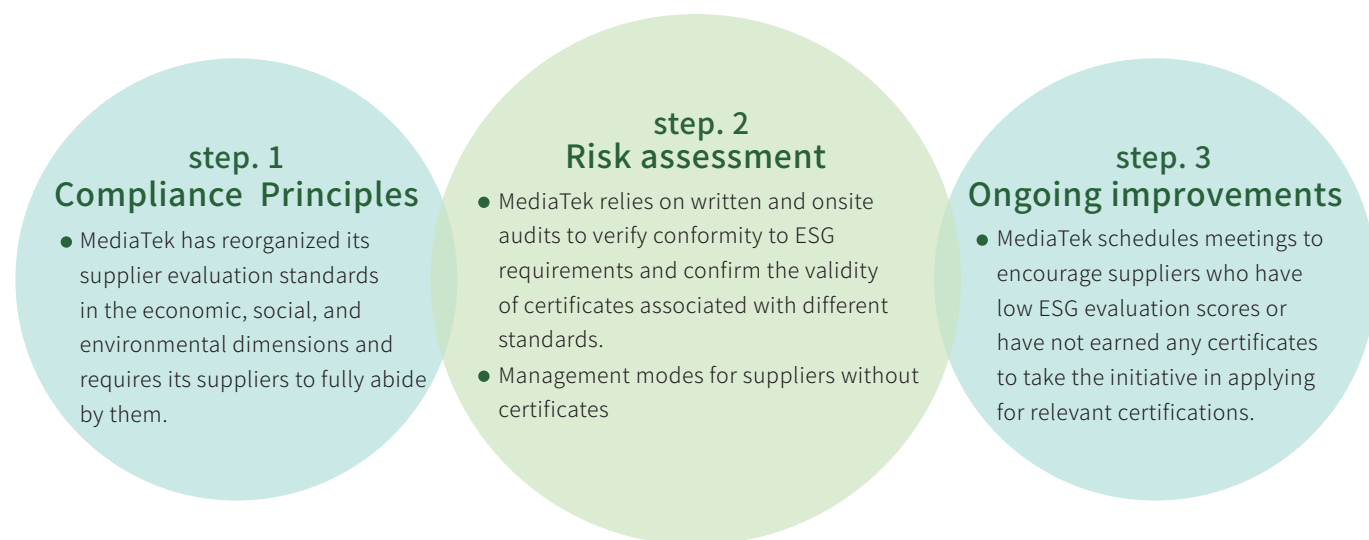
Achievement in 2021: 93% signing rate
Target: 100% signing rate in 2022

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



Supplier ESG Risk Assessment and Procurement Control Procedures

The scope of issues of concern to global customers and the general public has gradually expanded from price, quality, and service standards to social and environmental laws and standards and legal responsibilities in respective nations. MediaTek has therefore reorganized its supplier evaluation standards in the economic, social, and environmental dimensions. The Company monitors its supply chain to confirm compliance and stepping up of efforts in the field of ESG such as corporate governance, energy conservation and carbon reduction, green manufacturing, employee care, and expanded social engagement. The ultimate goal lies in the prevention of risks that harm stakeholder interests including improper management resulting in environmental pollution, product quality aberrations, and production capacity and manpower shortages at any link of the supply chain. Such risks cause shipping irregularities, rising costs, dropping revenues, and thereby negatively affect the reputation, image, and competitiveness of MediaTek.



Supplier ESG Risk Assessment results

Assessment dimensions and standards are shown in the table below. Suppliers that meet relevant assessment criteria (scores of 60 or above) are listed as preferred manufacturers. Conversely, suppliers classified as high risk must pass on-site or written audits and inspections to verify conformity to ESG requirements before being listed as qualified manufacturers. If suppliers are unable to meet the required standards despite guidance or assistance provided by MediaTek, order amounts are reduced or business relationships are terminated.

Supplier ESG Risk Assessment and Weighting			
Management dimension	 Economic dimension	 Environmental dimension	 Social dimension
	Firm commitment to product quality enhancement, pursuit of the highest quality standards in cooperation with suppliers, and ongoing improvements and development of innovative technologies in line with MediaTek's deployment strategy.	Firm commitment to HSF (Hazardous Substance Free) policy for the whole supply chain, adoption of green, eco-friendly design concepts from the source covering the whole product life cycle, and requested implementation of green innovation by suppliers.	Fulfillment of social responsibility by suppliers, conformity to international labor rights, and provision of a safe and healthy work environment.

Management standards	Delivery times, production capacities, yield rates, and adoption of new products; ISO 9001 Quality Management System and IATF 16949 Automotive Quality Management System.	ISO 14001 Environmental Management System, QC 080000 HSPM Hazardous Substance Process Management System, Sony Green Partner.	MediaTek Supplier Code of Conduct, RBA Code of Conduct, SA 8000 Social Accountability Standard and Prohibition of Conflict Minerals, ISO 45001 Occupational Health and Safety Management System.
Evaluation weighting	34%	33%	33%

Supply chain external accreditation rate

Dimensions	Assessment criteria	Assessment progress (%)	Supplier achievement rate (%)	Overall achievement rate (%)
 Economic dimension	Quality management system ISO 9001	100	100	100
	Automotive industry quality management IATF 16949	100	100	
 Environmental dimension	Environmental management system ISO 14001	100	100	98
	Sony Green-Partner QC 080000 HSPM	100	97	
 Social dimension	Occupational health and safety management ISO 45001	100	93	97
	Social responsibility management RBA / SA 8000	100	90	

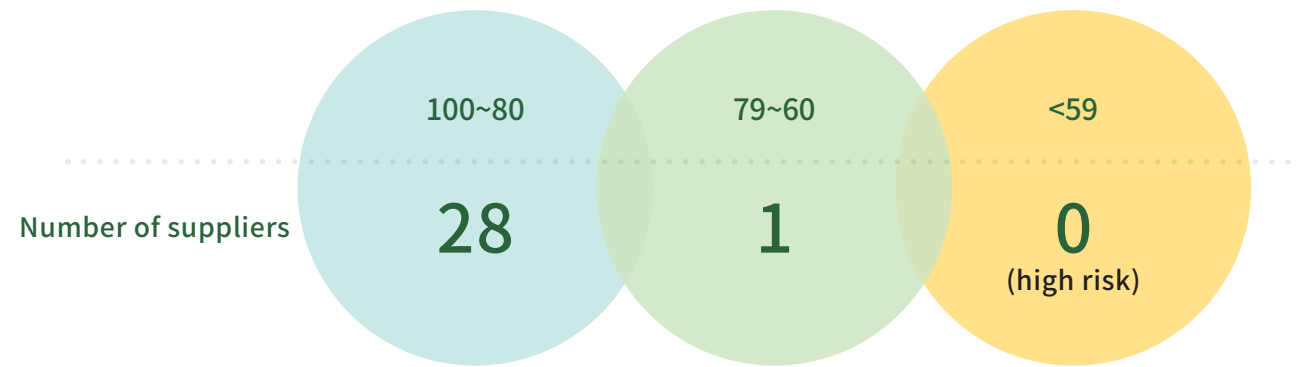
[Note 1] Risk level: Low risk (X>60%) Moderate risk (60>X>30%) High risk (X<30%)

[Note 2] Written audits are conducted for suppliers who haven't obtained relevant certificates. Such suppliers are required to conduct self-inspections of deficiencies. In 2021, the audit completion rate reached 100%.

Supplier ESG Evaluation Results

All suppliers conform to the ESG evaluation standards

Based on the aforementioned accreditation rate and weighted evaluation results, it has been determined that all suppliers conform to the ESG evaluation standards and that no potential high risks exist in the economic, environmental, and social dimensions.



[Note] No new supplier added for MediaTek in 2021

Supplier Sustainability Scoring Standards

MediaTek examines its suppliers in four different dimensions to gain a clear understanding of concrete requirements and actions adopted by suppliers with regard to corporate sustainability indicators. In this process, suppliers also get a better understanding of MediaTek's priorities and concrete requirements in the field of sustainability actions.

Supplier reviews in four major dimensions

Dimension	Weighting	Method	Description	Purpose	Benefits and results
Corporate Sustainability Commitment	10%	Review of the concrete commitment of suppliers to corporate sustainability	MediaTek firmly believes that commitment by a company is the first step of demonstrating concrete action in the field of sustainability. When reviewing such commitments, MediaTek therefore verifies the scope of supplier commitments (confined to the company itself or encompassing all subsidiaries and affiliates), supplier commitment indicators (are all RBA indicators included?), supplier accountability (is there a concrete	Boost the motivation of suppliers to make a concrete commitment	Enhanced understanding of the significance attached to commitments by MediaTek and increase of the Supplier Code of Conduct signing rate. (for more details on the signing rate, please refer to 5.1 Responsible Supply Chain Management

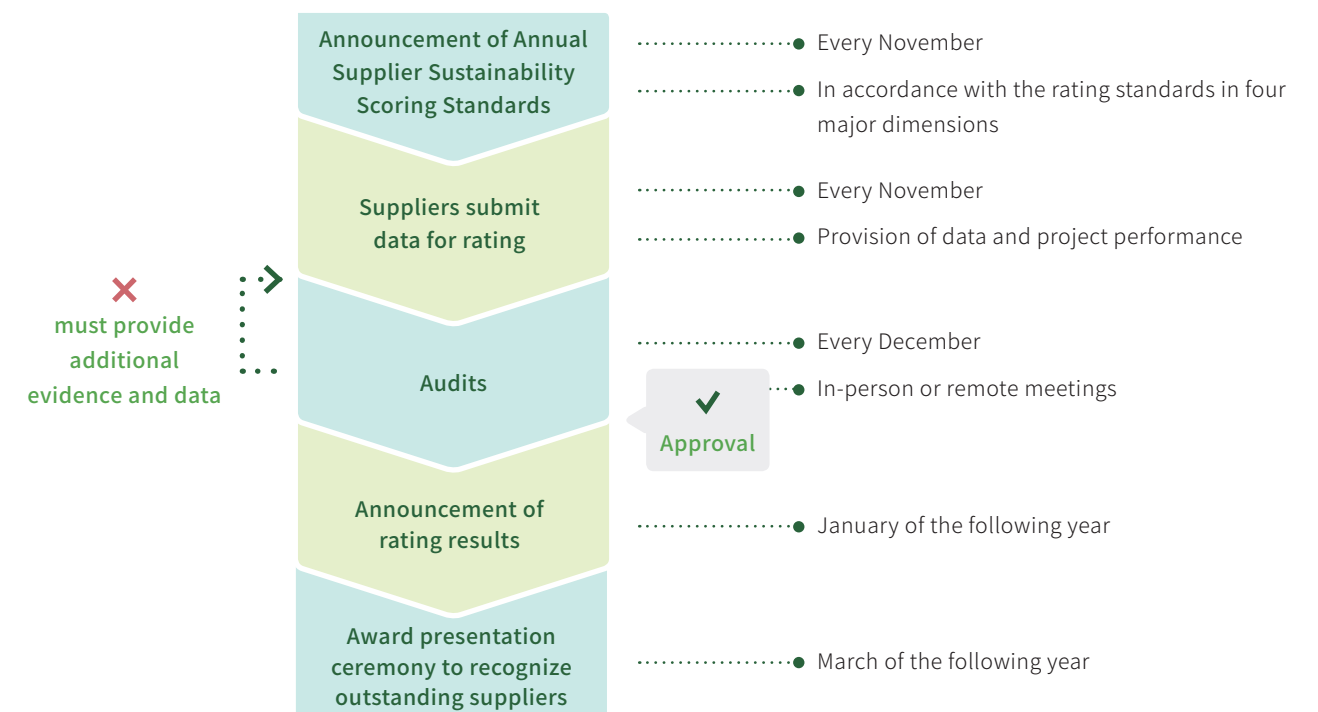
Supplier reviews in four major dimensions

Dimension	Weighting	Method	Description	Purpose	Benefits and results
Corporate Sustainability Management	30%	In accordance with achievements in different sustainability indicators, supplier scores are determined through written and on-site audits and inspections	RBA Code of Conduct categories have been adopted for written and on-site audits. The Company gains a full understanding in writing of supplier self-assessment results based on the SAQ prior to scheduling on-site visits and audits to get a clear grasp of management approaches and results of different actions adopted by suppliers.	In-depth understanding of concrete actions adopted by suppliers	The ESG/RBA-related public disclosure rate of suppliers was 90%.
Corporate Sustainability Projects	30%	Review of the best corporate sustainability projects launched by suppliers	In contrast to corporate sustainability management, MediaTek attaches great importance to proactivity and initiative in this dimension. Based on this premise, the Company reviews annual sustainability projects to gain a clear understanding. Suppliers are encouraged to cooperate with MediaTek in the development of sustainable business models to ensure joint growth. Scores are therefore also awarded for joint projects with MediaTek.	Intensification of two-way communication with suppliers	Organization of seven annual supplier audits and ten communication meetings to facilitate indepth exchanges and interactions with suppliers

Supplier reviews in four major dimensions					
Dimension	Weighting	Method	Description	Purpose	Benefits and results
Corporate Sustainability Transparency	30%	Reviews of supplier achievements in the field of public disclosure encompass the following aspects: Sustainability reports and earned domestic and international ESG awards	We are deeply convinced that external communication is a key component of corporate sustainability. Achievements in this field therefore represent an essential criterion of our review process. We review accomplishments of suppliers in the field of public disclosure of corporate sustainability actions such as release of sustainability reports, active disclosure of sustainability performance on public platforms such as CDP and DJSI, and active pursuit of domestic and international awards (e.g., TCSA).	Increased importance attached to disclosure of corporate sustainability information disclosure by suppliers	Annual supplier conferences are organized to encourage and recognize close cooperation and dedicated efforts by suppliers over the past year. In addition, MediaTek honors suppliers with supply chain corporate sustainability awards on a regular basis to motivate them to take the initiative in implementing sustainability goals and building a sustainable value chain in cooperation with MediaTek (see 5.1.2 Actions Harnessing MediaTek Influence).

MediaTek also convenes communication meetings to discuss the four major assessment dimensions with its suppliers. On-site audits are conducted to verify information and records on actual achievements provided by suppliers. The first stage of evaluations which was initiated in 2021 consisted of reviews of 7 key suppliers. The passing rate (evaluation score above 60) reached 100%.

[Note] Key suppliers are defined as the top three capacity suppliers for MediaTek products in 2021 and potential partners and back-end providers of Outsourced Semiconductor Assembly And Testing (OSAT) (a total of seven).



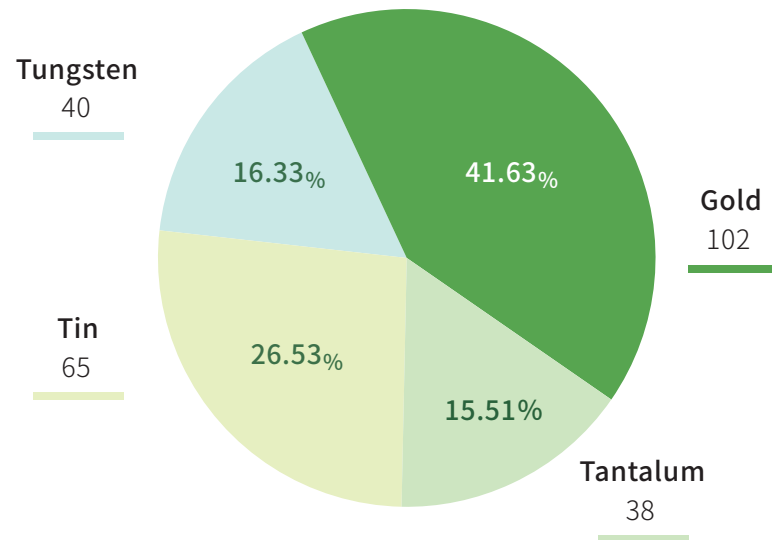
Material risk management

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

Conflict Minerals

Protection of human rights is one of MediaTek's core concepts in the field of social responsibility. We have been conducting conflict mineral surveys since 2011. Pursuant to relevant norms and regulations of the "Conflict-Free Smelter Program", the "Responsible Business Alliance", and the "Global e-Sustainability Initiative", we require our suppliers to provide a "conflict-free guarantee" to demonstrate their commitment to refraining from the use of minerals from conflict zones. In addition to 3TG surveys, we have been utilizing the CRT (Cobalt Reporting Template) to conduct cobalt surveys since 2018. Despite the fact that cobalt is not listed as a conflict mineral, all suppliers disclose available information in a conscientious manner. Once cobalt is officially included in the list of conflict minerals, all suppliers will be required to disclose information for all smelters in a detailed manner.

RMI-certified smelters Total: 245 (100%)



Local Procurement

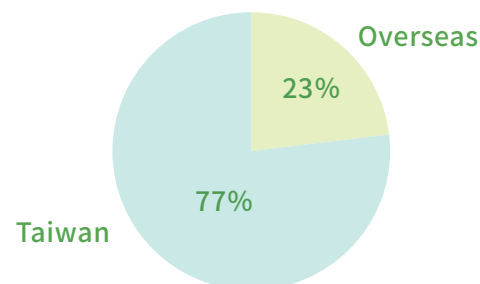
MediaTek embraces the principle of local procurement to enable local citizens to reap the benefits of economic development and reduce carbon emissions caused by the transportation of raw materials. The total value of orders placed with local suppliers in Taiwan exceeds NT\$ 250 billion each year (local manufacturers account for the bulk of raw material and general procurements).

Procurement Overview

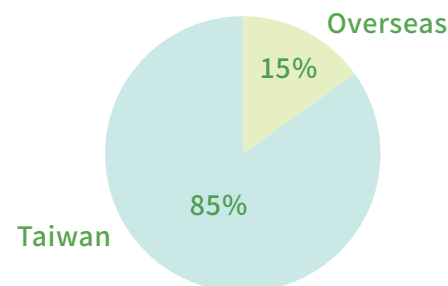
Procurement categories	Procurement items	Countries of origin
Raw material procurement and testing	Wafer, IC chip packaging, chip testing	Taiwan/China/Singapore/Korea
General procurement	Suppliers offer instruments and equipment, hardware facilities and maintenance, parts and consumables, application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

Local procurement rate

Raw material procurement and testing



General procurement



5.1.2 Actions Harnessing MediaTek Influence

Plan: Organization of annual responsible supply chain forums

Performance measurement: MediaTek Supplier Sustainability Scoring Standards, ESG risk assessment

Benefits for the Company: Stable IC industry supply chain with excellent ESG-related performance conducive to sustainable growth of the Company

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

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

Actions harnessing influence on suppliers



Enabler of Sustainable Management - Supplier Forums

As an industry leader, MediaTek must take on the role of an enabler of sustainable management. In line with the spirit of numerous UN Sustainable Development Goals, the 2021 MediaTek Responsible Supply Chain Forum was held in form of a live-stream video conference due to the COVID-19 pandemic. Due to the fact that there were no venue capacity restrictions, our supply chain partners were able to enlist a greater number of staff members to contribute to this great undertaking and thereby foster mutual learning. This year's forum was centered around the theme of the COP26 climate summit's 2050 net-zero commitment.

KOL, scholars, and experts of industry, academic, and government circles were invited to this forum to share international trends in the field of carbon reduction, responses adopted by enterprises, and green energy procurement strategies. Supply chain partners were called on to participate in this event which was held in form of an online conference. A total of 124 online participants contributed to this great undertaking. Upon conclusion of this online conference, the speeches delivered at the event were played back for a period of two weeks to mobilize all supply chain members to prioritize the issue of climate pledges and net-zero emissions.

As a fabless semiconductor company, MediaTek relies on its supply chain partners for all its raw material procurements and production activities. The Company therefore utilized this grand event to appeal to its suppliers to implement green manufacturing and circular economy concepts, increase renewable energy use, jointly embrace climate pledges, and thereby realize a green value chain. With a view to ensuring concrete implementation, we have incorporated various environmental sustainability goals into our corporate sustainability scoring standards for suppliers. Priority has been given to audits of seven key suppliers. In 2021, the actual audit rate reached 100% and the rate of suppliers meeting relevant criteria was significantly higher than in 2020. We rely on ongoing communication and will organize a minimum of 21 guidance meetings in 2021 to increase the willingness of supply chain partners to actively cooperate and take positive action, which will bear clear testimony to MediaTek's influence on its supply chain.



Results of audits conducted based on Supplier Sustainability Scoring Standards:

Evaluation goals	2020 Key supplier response (qualified suppliers/total number of evaluated businesses)	2021 Key supplier response (qualified suppliers/total number of evaluated businesses)	Improvement plans
Already executes low-carbon manufacturing programs	100% (7/7)	100% (7/7)	Suppliers exhibited improved sustainability performance in 2021 compared to 2020. We will persist in our efforts to enhance the sustainability actions of our suppliers through ongoing communication, encouragement, and guidance.
Annual carbon intensity reductions of 2% or above	57% (4/7)	71% (5/7)	
Increased annual carbon savings rate (2020 as the base year)	71% (5/7)	100% (7/7)	
Utilized renewable energy sources	29% (2/7)	57% (4/7)	
Climate risks have been incorporated into Business Continuity Plans (BCP)	57% (4/7)	57% (4/7)	
Overall evaluation score of 60% or higher	71% (5/7)	100% (7/7)	

Annual carbon intensity reduction targets are set with reference to carbon emission conditions of suppliers and the technical feasibility of carbon reduction. The short-term target has been set at a 2% annual reduction. It is currently planned to carry out Scope 3 emission estimates. Mid- and long-term reduction

target setting is discussed with the supply chain through consultation of SBTi (Science Based Target Initiatives). Carbon reduction performance is jointly reviewed by the Company and its supply chain partners in the context of ongoing communication and guidance.

MediaTek Responsible Supply Chain Actions in Response to Corresponding UN SDGs

SDG	Concept	Action	Goals
 <p>SDG12 Responsible Consumption and Production</p>	<p>MediaTek serves as the Enabler ensuring sustainable consumption and production modes</p> <p>Fostering sustainable management of the supply chain in the environmental and occupational safety dimensions.</p>	<p>Regular organization of supplier forums starting in 2019:</p> <ul style="list-style-type: none"> Enlistment of suppliers with excellent performance as determined in sustainability reviews to share their achievements and experiences in the implementation of energy and carbon reduction, water conservation, and chemical and waste management MediaTek takes MediaTek takes the initiative in sharing experiences in the promotion of workplace health and safety and engages external lecturers for workshops and training courses organized for suppliers. 	<ul style="list-style-type: none"> Strengthening of the occupational health and safety related management capabilities of supply chain partners to reduce risks. Intensification of exchanges with suppliers to enhance overall competitiveness. Support for sustainable supply chain activities in Taiwan and abroad to increase MediaTek's influence.
 <p>SDG13 Climate Action</p>	<p>Assumption of a strategic leadership role in sync with international and national climate change reduction strategies.</p> <p>Proactive reduction of GHG emissions and use of renewable energy sources paired with international engagement.</p>	<p>Climate Strategies</p> <ul style="list-style-type: none"> Assessment of risks and opportunities facing the Company in the field of climate change including disaster prevention and adaptation capabilities. (see 5.2 Climate Risk Management) <p>Energy Conservation and Emission Reduction</p> <ul style="list-style-type: none"> Gradual reduction of carbon emissions per unit product. Gradual adoption of renewable energy (see 5.3.2 Resource Management) 	<ul style="list-style-type: none"> Creation of an IC industry climate risk database, identification of risks and opportunities, and assumption of an industry leadership role in the setting of climate strategy directions. Ongoing promotion of low carbon manufacturing in the supply chain and setting of the joint goal of annual carbon intensity reductions by 2% paired with the increase of renewable energy ratios in line with national and international policy trends.

Responsible Supply Chain Conference

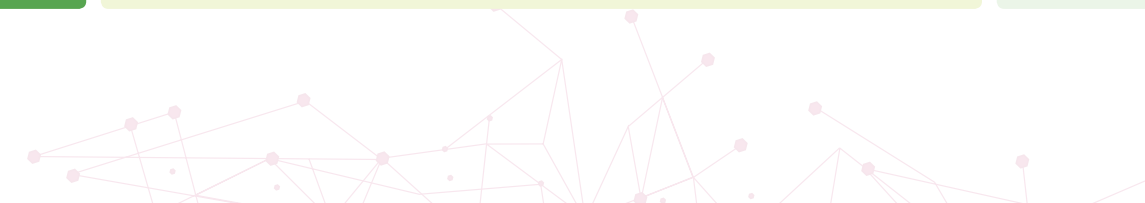


5.2 Climate-Related Risk Management

The following description of management actions is based on the TCFD (Task Force on Climate-related Financial Disclosures) framework with the key dimensions of governance, strategy, risk management, indicators and targets:

Category	Management actions	Corresponding chapter
Governance	<p>Board supervision and role of the management level</p> <p>The Sustainability Committee holds task force meetings on a regular basis with the Chairperson who concurrently acts as CEO serving as the committee chairperson. Covered issues include climate risk and energy efficiency assessments at the Company's operating sites as well as environmental impact assessments and goal setting in the supply chain. Regular reports on committee discussions and implementation results are delivered to the board of directors.</p>	<p>4.1 Corporate Governance Structure</p> <p>4.5 Risk Management</p>
	<p>Identified climate risks and opportunities</p> <p>Global Risks Reports released by the World Economic Forum in recent years consistently rank extreme weather events, failure of climate change adaptation, and natural catastrophes among the risks with the highest likelihood and greatest impact. Climate change not only impacts global environments and ecosystems but also causes steadily increasing operational risks affecting enterprises. Governments and enterprises all over the world currently partner up to devise effective responses. As a world leader in IC design, we are fully aware of climate change risks and environmental impacts on water resources caused by manufacturing processes in the IC supply chain. We are firmly committed to ongoing innovation and development of energy-saving products and adoption of concrete measures in the field of eco-friendliness, energy conservation, and carbon reduction to maximize our influence on suppliers.</p>	<p>5.2 Climate-Related Risk Management</p>

Category	Management actions	Corresponding chapter
Strategy	<p>Risks and opportunities affecting company operations and strategies</p> <p>1. Transformation risk assessments mainly focus on :</p> <ul style="list-style-type: none"> Climate change risks and environmental impacts on energy and water resources caused by manufacturing processes of the IC supply chain. Management of internally utilized energy resources encompassing the five major dimensions of electricity, water consumption, waste management, transportation, and greenhouse gases. <p>2. Physical risk assessment mainly consists of evaluations of disaster risks at the main operating sites including water and power rationing, power outages and interruptions, typhoons, and flooding.</p> <p>3. Climate opportunities: Environmental considerations are incorporated into the chip design stage and climate impacts during the product use and waste treatment stage are minimized through power-saving designs and product miniaturization.</p>	<p>4.5 Risk Management</p> <p>5.3.2 Resource Management</p> <p>2.3 Innovation Achievements</p>
	Risk Management	<p>Climate risk identification, assessment, and management procedures</p> <p>1. Implementation of transformation risk management in the context of sustainable supply chain management and ISO 14001 Environmental Management System:</p> <ul style="list-style-type: none"> Supplier screening is carried out based on ESG criteria to confirm that suppliers have relevant management systems and organizational structures in place. Monthly/annual on-site/written audits are conducted and relevant training courses or improvement meetings are scheduled. In addition, supplier conferences are organized to recognize and encourage outstanding suppliers. Consistency of environmental protection goals and implementation strategies is maintained by relying on the PDCA management cycle and through adoption of systematic management approaches. In addition, a pollution prevention and mitigation mechanism has been established to maximize MediaTek's influence in the field of environmental protection. <p>2. Physical risk management is implemented in the Business Continuity Management Committee in the context of Business Continuity Planning (BCP). Risk assessments, responses, and tracking are implemented by relevant units in accordance with Business Continuity Plans adopted by the Company. Risk management encompasses impact level and opportunity benefit analysis in the environmental, governance, and social dimensions and formulation of contingency plans for implementation.</p>
<p>Integration into the risk management system</p> <p>Climate risks have been listed as a reporting issue which is included into Sustainability Committee discussions as required.</p>		<p>4.1 Corporate Governance Structure</p> <p>4.5 Risk Management</p>

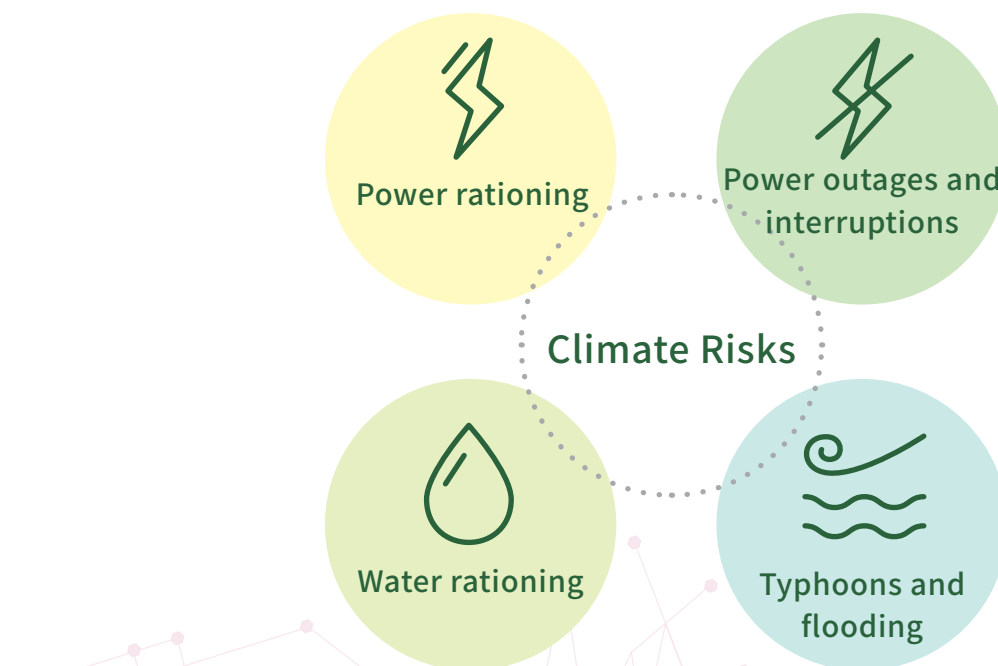


Category	Management actions	Corresponding chapter
Indicators and targets	Indicators utilized for climate risk and opportunity assessments Power consumption, water consumption, and GHG emission amounts and number of days of business disruption	5.1 Responsible Supply Chain Management 5.2.1 Business Continuity Management 5.3 Facility Management
	GHG emission and related risks 1. MediaTek has been conducting autonomous GHG inventories since 2016. Inventories and external certification audits in accordance with ISO-14064 standards have been implemented since 2020. 2. The Company relies on action plans to ensure ongoing progress toward low-carbon manufacturing in the supply chain and makes concerted efforts with its supply chain partners to identify feasible approaches and jointly develop effective energy conservation technologies. 3. The ISO 50001 Energy Management System was adopted in 2021 to bring the Company in sync with international standards and effectively enhance its energy efficiency and thereby strengthen corporate resilience and sustainable development.	5.3 Facility Management
	Targets and performance 1. Advances in the field of energy consumption per unit: Energy consumption ratios for major product categories have been reduced by 23% YoY in 2021 compared to 2020 with 2016 as the base year. 2. Chip miniaturization design: The size of major products have been decreased by 23% YoY in 2021 compared to 2020 with 2016 as the base year, which is projected to reduce generated waste by 81,070 kg. 3. A target of reducing carbon intensity by 2% per year has been jointly set with supply chain partners based on currently available process technology capabilities and resources. Concerted action is taken by the Company and supply chain partners to decrease GHG emissions by at least 45% by 2035 in direct response to the ultimate goal of the Paris Climate Agreement to keep global temperatures within 2 degrees Celsius of their preindustrial levels. 4. Operational continuity must be ensured in key areas such as IT data centers and R&D labs. General office environments must be restored one day prior to the first workday after annual electricity maintenance to ensure that regular office operations are not affected. The brand-new Chip Design High-Speed Computing Center is equipped with a doubly-fed power system which ensures uninterrupted operations during annual electricity maintenance. 5. The power-saving rate of 14.8% in 2021 conforms to the originally set target of 14.6%. In addition, the Company is actively committed to a target of 17.8% power savings in 2022. The following achievements are worth noting: <ul style="list-style-type: none"> • Power savings of 7% in the data centers of the Company within a three-year period; • The power generation capacity of the self-installed solar power system reached 0.194 GWh in 2021. • A series of eco-friendly, low-carbon improvements have been 	2.3 Innovation Achievements 5.1 Responsible Supply Chain Management 5.2.1 Business Continuity Management 5.3 Facility Management

Category	Management actions	Corresponding chapter
	implemented in the Corporate HQ Office Building: Energy-saving LED lighting fixtures and EV charging stations which are projected to generate power savings of 2.66 GWh and annual carbon savings in excess of 15 metric tons, respectively, were installed for the whole building in 2021. In addition, it is planned to continue the process of installing a battery swapping station for e-scooters in 2022. 6. The water conservation rate of 4.9% in 2021 meets the originally set target of 4%. The Company is actively committed to a target of 5% water savings in 2022.	


5.2.1 Business Continuity Management

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



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

Climate Risks	Impacts on operations	Corresponding measures	Indicators and targets
 <p>Water rationing</p>	Water supply disruptions and insufficient water storage result in interruptions of chiller operations and IT data center services which provide indispensable support for R&D operations. Water supply disruptions result in business interruptions.	<ul style="list-style-type: none"> Increased storage amounts of segmentation equipment and domestic water to ensure uninterrupted water supply over a longer period. Dispatch of water trucks to ensure a stable water supply across buildings (office buildings with large storage amounts are utilized as a backup for office buildings with smaller storage amounts). 	<ul style="list-style-type: none"> Water consumption of relevant equipment can be sustained for more than a week (longer than maximum water rationing periods). Water truck operations testing 
 <p>Power rationing and power outages/interruptions</p>	Power supply disruptions result in interruptions of equipment operations and IT data center services which provide indispensable support for R&D operations. Power supply disruptions result in business interruptions.	<ul style="list-style-type: none"> Installation of Uninterruptible Power Supply (UPS) with a capacity sufficient to support the power demands of the data centers. Installation of generators with a capacity sufficient to support the power demands of the data centers. Dispatch of oil trucks to refill the generator oil tanks. Installation of UPS for key labs and connection to the generator emergency power system. 	<ul style="list-style-type: none"> UPS batteries can provide power for more than five minutes (longer than the time required for generator launch). Generator oil storage amounts can sustain operations for more than 10 hours. Oil truck operations can be sustained for more than a week. (longer than maximum power outage/interruption periods) Oil truck operations testing 
 <p>Typhoons and flooding</p>	Large-scale typhoons or flooding with long lasting impacts can cause damage to certain office equipment and thereby affect company operations.	<ul style="list-style-type: none"> Formation of an emergency response task force prior to typhoon onslaughts which is in charge of relevant preparations and precautions (incl. generator/fire protection system/pumping equipment inspections, preparation of sandbags, and office environment patrols) 	<ul style="list-style-type: none"> Operational continuity must be ensured in key areas such as IT data centers and R&D labs. General office environments must be restored one day prior to the first workday to ensure that regular office operations are not affected.

 <p>Typhoons and flooding</p>	<ul style="list-style-type: none"> During typhoons, an emergency duty mechanism is activated for the task force and constant patrols and inspections are carried out to ensure normal operations of key equipment. After typhoons, restoration operations are initiated to ensure that systems and environments return to normal.
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 **5.3 Environmental Management**

In addition to taking the initiative in identifying and controlling climate risks, we are firmly committed to concrete action for the promotion of environmental protection, energy conservation, and carbon reduction in search for potential responses and adaptations to climate change. We continue to implement energy conservation and carbon reduction measures in our office areas. The power-saving rate from 2017 to 2021 reached 10.1%~14.8%. In addition, we have set a target of 17.8% power savings for 2022.

5.3.1 Facility Policies

As a global, fabless semiconductor company, we specialize in IC design. All manufacturing operations including wafer production, packaging, and testing are carried out by commissioned manufacturers. MediaTek therefore prioritizes green product design, green procurement and management for subcontractors, reduction of resource and energy waste, and safeguarding of employee health and safety. This not only demonstrates MediaTe's commitment to fulfilling its ESG but also represents a key asset securing the company's international competitiveness in the future. MediaTek proactively implements its environmental policies through four major management approaches. In 2021, total environmental expenses amounted to NTD56.5 million:

Item	Actions	Achievements
Legal Compliance	Compliance with ESH-related laws and requirements promulgated by the government and active responses to international environmental protection trends and zero-incident campaigns.	Zero penalties imposed for violations of environmental safety regulations in 2021.
Green Design	Implementation of green design concepts including product and process energy conservation and adoption of no toxic materials paired with stepped-up efforts in the field of green procurement and management to ensure conformity of products, services, and subcontractors to international eco-trends and thereby honor the Company's pledge to environmental protection.	All our products conform to ROHS and WEEE regulations and we refrain from using prohibited substances.

Item	Actions	Achievements
Training & Education	Increased participation of all staff members in ESH-related training; employee identification with global environmental protection initiatives and cherishing of natural resources is strengthened through implementation of resource and energy conservation, recycling, and reuse; safeguarding of worker health and safety and prevention of occupational diseases and workplace hazards.	100% completion rate of health and safety training for new hires in 2021.
Ongoing Improvement of Resource Management Systems	Elimination of dangers, risk reduction, and ongoing improvement of management systems including ISO 14001, ISO 45001, ISO 14064, and the newly adopted ISO 50001 in 2021 with the goal of enhancing management performance; contractors are required to give internal and external staff members a clear understanding of ESH policies in line with the requirements laid out in the 'Contractor ESH Management Procedures' and thereby ensure the adequacy and effectiveness of the ESH management system.	Completion of external certification audits for the ISO 50001 Energy Management System in sync with the latest international trends in the field of management systems in 2021.






Unit: NTD1,000

Environmental expenses	
Annual certification audits of the ESH management system	\$125
Commissioned clearance of domestic waste	\$2,594
Office and floor cleaning	\$42,803
Landscape maintenance	\$3,643
Sewage pool cleaning	\$1,431
Vector controls	\$1,039
Cleaning supplies	\$4,863
Total expenditures	\$56,498

5.3.2 Resource Management

MediaTek has passed the certification audit for ISO 14001 Environmental Management System. Consistency of environmental protection goals and implementation strategies is maintained by relying on the PDCA management cycle and through adoption of systematic management approaches. In addition, a pollution prevention and mitigation mechanism has been established to maximize MediaTek's influence in the field of environmental protection. The Company has also passed the certification audit for the ISO 45001 Occupational Health and Safety Management System. The goal lies in the guarantee of workplace health and safety through systematic management. MediaTek operations are characterized by low energy intensity. Management of internally utilized energy resources can be divided into the five major dimensions of electricity, water consumption, waste management, transportation, and greenhouse gases.

2021 Performance on Resource Management

Five resource management dimensions	Energy 	Water 	Waste 	Transportation 	GHG emission 
Goals set for 2021	Power savings of 14.2%	Water savings of 4% Planned recycling of domestic waste water to enhance water conservation rates	Ongoing increase of recycling rates	Increased use of shuttle buses/ M-bike/ company-owned e-scooters for security personnel for transportation between office areas	Reduction of Scope 1 and 2 emissions by 10% (total power savings/ total power consumption must reach 11%)
Achievements in 2021	Power savings of 14.8%	Water savings of 4.9%	From 29% to 35%	Decline of total passenger volume by 15,212 (shuttle bus operations have been decreased in line with epidemic prevention measures)	Total power savings/ total power consumption equals 14.8%
Goal achievement status	✓	✓	✓	✗	✓
Improvement plan				We plan on increasing EV charging and battery swapping stations to encourage choice of environment-friendly vehicles.	

Energy use conditions in the most recent three years			
Energy	2019	2020	2021
Natural gas (GJ)			
LPG (GJ)	6,701	5,767	5,716
Gasoline (GJ)			
Diesel (GJ)	221	181	1,663
Purchased electricity (GJ)	330,859	368,289	444,568
Renewable energy (GJ)		72	
Total (GJ)	337,781	374,237	451,947
Energy intensity (GJ per person)	37.9	39.5	41.1
Ratio of electricity to total energy use (%)	97.95%	98.43%	98.37%
Renewable energy usage rate (%)		0.02%	

[Note 1] Heating value units are based on the heating value chart released by the Bureau of Energy.

[Note 2] The increased energy consumption in 2021 compared to 2020 can mainly be attributed to the higher number of employees and ongoing expansion of the IT data centers; the higher energy intensity can mainly be attributed to the fact that the extent of the power consumption increase exceeds the extent of staff increase.

Three priorities of energy management and conservation in 2021

Efficiency enhancement

High-density, energy-efficient data centers

- The new-generation, high-density, energy-efficient data centers represent a brilliant example of successful transformation by overcoming the capability limitations of traditional data centers and are expected to provide powerful backing for technology R&D.

Innovative applications

Autonomously developed energy-efficient chips

- Autonomous development of smart devices, automatic lighting and AC shutdown to reduce energy waste, and automatic detection of meeting room usage status to ensure optimized use.

Self-generated electricity

Solar power system

- Installed capacity of 146.4kW First private enterprise in the Hsinchu Science Park with a Taipower grid-connected solar power system installed on a rooftop

Priority 1: Efficiency Enhancement - High-density, Energy-efficient Data Centers



Total power saving effects reach 20.3 GWh

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

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

Current achievements

- Ongoing optimization of data center PUE (Power Usage Effectiveness) - the first new-generation energy-efficient data center had a PUE of 1.36 in 2021.
- Adjustment and calibration of newly installed office equipment to achieve optimized, energy-efficient operation modes.

Short-term

- Ongoing optimization of the second energy-efficient data center (PUE reached 1.35 in 2021) The PUE of the third data center which was put into operation in 2019 has been improved to 1.33 in 2021.
- Simultaneous emphasis on corporate development and energy conservation & carbon reduction and establishment of an optimized cross-site management practice sharing platform to facilitate the sharing of the best energy-saving resources and methods adopted in offices all over the world.

Long-term

- Power savings of 4% in the data centers of the Company within a three-year period;
- Ongoing assessment of the installation of data centers with new energy conservation technologies such as immersion cooling and replacement of traditional energy-intensive data centers.
- Ongoing implementation of energy conservation improvements based on shared examples of energy conservation improvement practices adopted in offices all over the world.



Improvements of the 1st Data Center

Limitations of traditional centers have been overcome through improvements of power systems, air conditioning, cabinets, corridors, and lighting. The existing data center which was launched in 2015 has been successfully

Usage efficiency enhancement of 15% LEED (Leadership in Energy and Environmental Design) Gold Level Rating



transformed into a new-generation high-density, energy-efficient data center which can support the demands of the latest high-energy, high-heat servers and provides powerful backing for technology R&D.

The PUE of traditional data centers is 1.6. After completion of the first stage of improvements in 2017, the PUE of the new-generation IT data center reached 1.37. Upon further improvement and decrease of the air conditioning power consumption between 2018 and 2021, the PUE value dropped to 1.36, which marks a 15% increase of the usage efficiency of traditional data centers and conforms to the criteria of the LEED (Leadership in Energy and Environmental Design) Gold Level Rating.

Construction of the 2nd and 3rd Data Center

The 2nd and 3rd Data Center were completed in 2017 and 2019, respectively. In addition to perpetuating the learning experiences of the 1st Data Center, the work characteristics of IT personnel who stay in the centers for extended periods have been taken into account. Principles of flexible, modular, partitioned, and virtualized design have been fused with data protection, environmental care, and friendly workplace concepts to realize the following five major data center functions.

Hardware dimension

- ✓ Data security**
 High reliability ensures a firm grasp of data center risks
- ✓ Flexibility & scalability**
 Architecture that satisfies the need for flexibility and cabinet variability.
- ✓ High performance & energy efficiency**
 Creation of a high-quality, green data center through the installation of high-performance power supply equipment/cooling equipment

Software dimension

- ✓ Friendly work environment**
 Optimized spatial layout ensures enhanced workplace comfort through separation of cool/hot corridors.
- ✓ Management efficiency**
 Integrated management platform ensure the provision of real-time support for data center operations, simulations, analysis, and decision making.

Annual power saving effects amount to 20.3 GWh and electricity cost savings reach around NTD 60.9 million

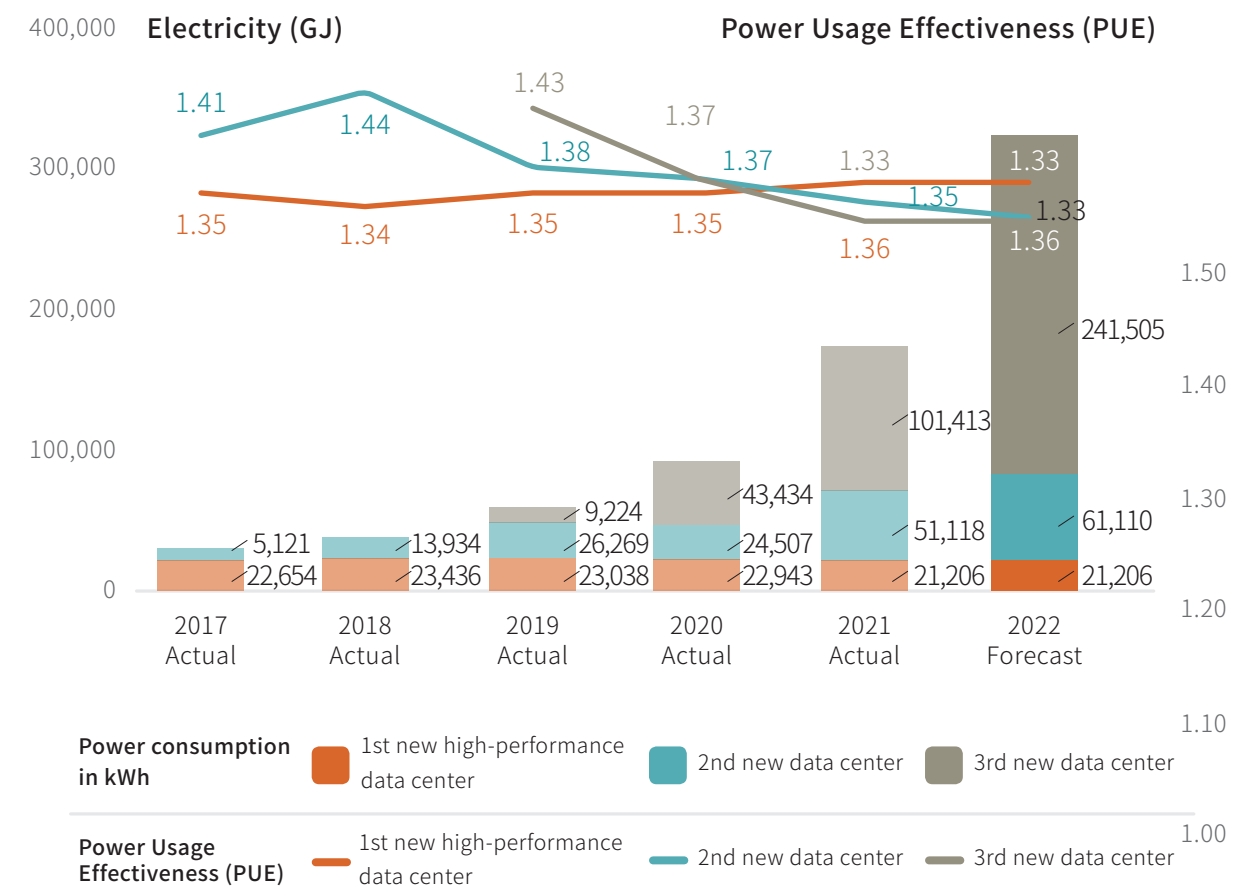
Under full load conditions, the three high-density, energy-efficient data centers generate annual energy savings of 1.76 GWh (6,336 GJ), 4.34 GWh (15,624 GJ), and 14.2 GWh (51,120 GJ), respectively (total estimated power saving effects amount to 20.3 GWh or 73,080 GJ) compared to traditional data centers. Total carbon emission reductions are roughly equivalent to the annual carbon sequestration of annual carbon sequestration of 12,060 acres of US forest.

[Note 1] 1 GWh = 3,600 GJ

[Note 2] 20,300,000 kWh * 0.502 kg CO₂e/kWh (Electricity Carbon Emission Factor) = 10,190,600 kg CO₂e = 10,191 metric tons CO₂e

[Note 3] Based on the US Environmental Protection Agency Greenhouse Gas Equivalencies Calculator 0.84 metric tons of CO₂ is sequestered each year by 1 acre of average US forest.

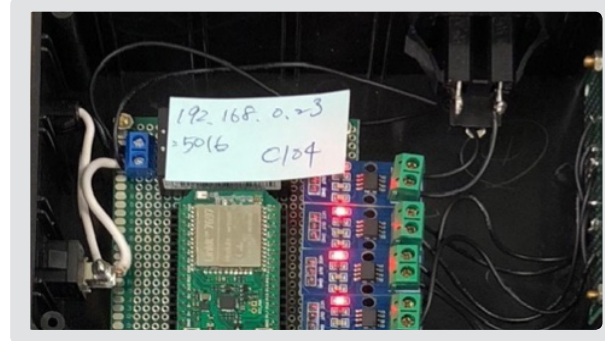
Progress of adopted improvements for the three high-density, energy efficient data centers



Priority 2: Innovative Applications - Autonomously Developed energy-efficient chips




Annual power savings of around 564 kWh per meeting room

The insufficient use of meeting room resources or frequent non-use of meeting room facilities after reservation coupled with the failure to turn off lighting and air conditioning after use results in resource waste. Meeting room usage statuses are therefore monitored with the MediaTek LinkIt 7697 by relying on the Company's own IoT network. Lighting and air conditioning are shut down automatically and the usage status is updated after personnel exits the room to achieve optimized usage of meeting room resources.



MTK LinkIt 7697

MediaTek has over 100 meeting rooms. Daily and annual power savings per room amount to around 3 kWh and 564 kWh (2GJ), respectively. It is planned to expand the use in the security and resource dimensions in the future:

Application dimension	Target	Expected benefits
 Security	Lab incubator	Fire prevention
	HAPS equipment	Prevention of damage to key devices and recording and enhancement of usage rates
	Smartphone charging stand	Fire prevention
	FCU water leakage alert	Prevention of damage to key devices
 Resource use	Meeting room use	Recording and enhancement of usage rates
	Parking space use	
 Employee perception	Restroom use	Recording and enhancement of usage rates and improvement of employee perceptions

Priority 3: Self-generated Electricity - Solar Power System

Annual carbon savings amount to around 97 metric tons

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

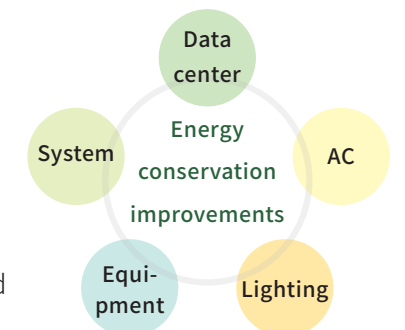


Upon installation of the system, the rooftop temperature has dropped by 3-5°C, which allows reduced air conditioning use on the top floor of the Corporate HQ office building. The installed capacity of the PV system which was connected to the Taipower grid in March 2019 equals 146.4 kW. Total power generation from March 2019 to December 2021 amounted to 0.55 GWh. Total power generation of the PV system reached 0.194 GWh (700 GJ), which accounts for 0.2% of the total power consumption of 123.49 GWh (444,568 GJ) in 2021. This system is expected to deliver carbon savings of around 97 metric tons CO₂e annually. It is planned to initiate evaluations for installation of a second system in 2022.

Energy management and conservation

In 2021, the total power consumption of the Company reached 123.491 GWh, which represents an increase by 21% YoY. This increase can mainly be attributed to the higher number of employees and ongoing expansion of the IT data centers.

MediaTek has made a long-term commitment to energy conservation and carbon reduction measures. In 2021, the power-saving rate reached 14.8%, which conforms to the target of 14.2% set in 2020. In addition, the Company is actively committed to a target of 17.8% power savings in 2022. A detailed description of electricity cost-related management measures adopted for energy conservation improvements in the data centers (see Efficiency Enhancement - High-density, Energy-efficient Data Centers) and for AC, lighting, and other equipment in office areas as well as system-managed electricity



costs is provided below



Office area AC

Effects

- Annual power savings of 4.38 GWh (15,768 GJ) 2,229 metric tons CO₂e

Adopted Improvements

- Enhanced efficiency: Installation of a Variable Air Volume (VAV) system to improve AV efficiency by 15%
- Reduced number of chiller units in operation: Decrease by 23% through a group-based joint supply system
- Time-based controls: During low-load periods at night, the chilled water outlet temperature is raised by 1°C and the exhaust ventilation system of the parking lot has been adjusted from around-the-clock operations to on- and mid-peak operations.



Lighting management

Effects

- Annual power savings of 5.07 GWh (18,252 GJ) 2,545 metric tons CO₂e

Adopted Improvements

- Replacement of fluorescent tubes with LED lighting in the old Corporate HQ Building in 2021
- Installation of LED lighting fixtures in all areas of the newly constructed wireless communication R&D building
- Lighting control during non-peak (working) hours
- No lighting in certain areas on weekends and holidays
- Installation of LED lighting in all public areas



Improved, systematic equipment management

Effects

- Annual power savings of 1.34 GWh (4,284 GJ) 673 metric tons CO₂e

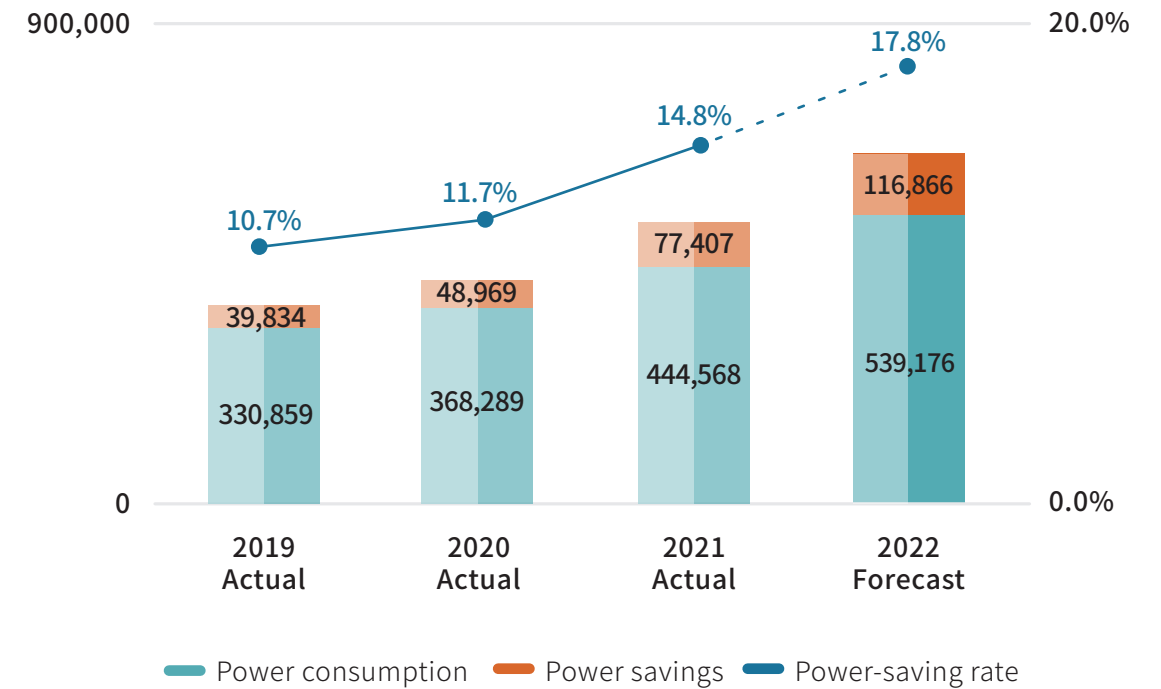
Adopted Improvements

- Enhancement of energy-consuming equipment - Through utilization of high-conversion-performance UPS (Uninterruptible Power System), performance has been increased from 80% to 95%.
- Modification of the emulator AC/refrigeration mode for enhanced efficiency
- Reinforced temperature/humidity management

Power consumption, power savings, and power-saving rate in the most recent three years and projections for 2022

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

Electricity (GJ)



Water Resource Management

MediaTek utilizes WRI Aqueduct tools for verification. All Taiwan offices are located in high water stress areas. The water supply of the office areas is derived from water treatment plants. In 2021, the total water intake amounted to 381,812 metric tons (roughly equivalent to 382 million liters), which represents a decrease of 6% YoY. This decrease can mainly be attributed to the impact of the COVID-19 and the WFH policy from May to August 2021. We implement water consumption improvement plans on an ongoing basis. Our water conservation rate of 4.9% in 2021 meets the target of 4% originally set in 2020. Our wastewater is mostly domestic sewage. It is discharged into natural water bodies upon treatment in wastewater plants in a unified manner in accordance with regional regulations to avoid local environmental impacts. The total discharged wastewater quantity of 181,007 metric tons (around 181 million liters) in 2021 was roughly the same as in the previous year.

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

Water Resource Management



Equipment Replacement

Effects

- Water savings of 2,480 tons

Adopted Improvements

- Enhanced efficiency: Utilization of water-saving devices (incl. automatic faucets, water-saving toilets, and use of water-saving faucets for washing water in recycling areas)



Water Resource Recycling

Effects

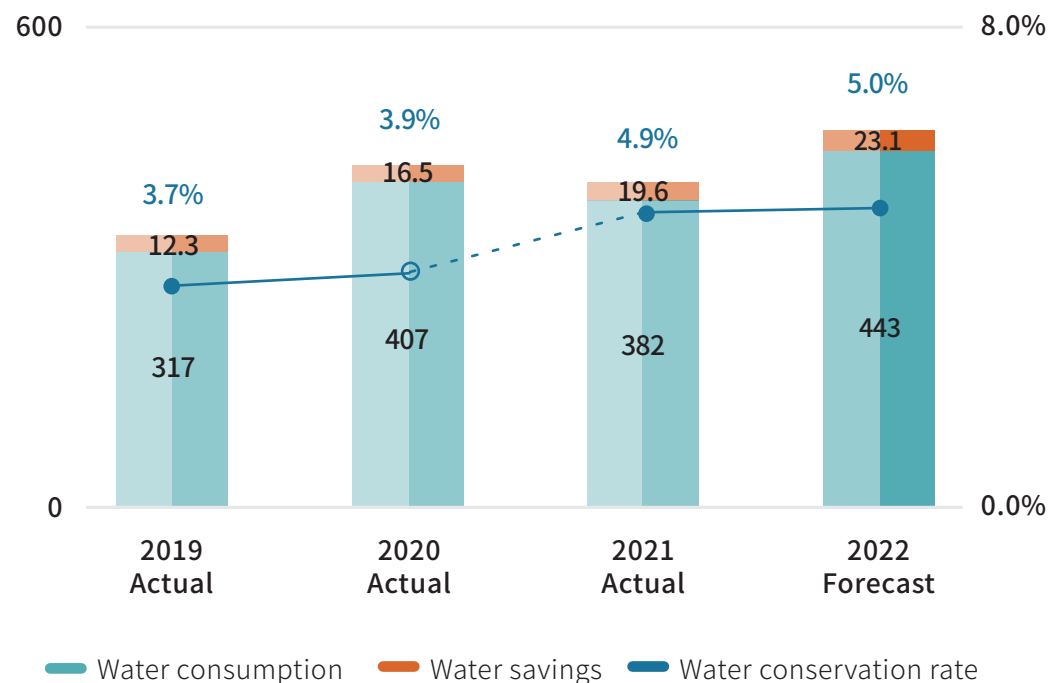
- Water savings of 830 tons
- Water savings of 16,257 tons

Adopted Improvements

- Setting up of rainwater recycling tanks - recycled rainwater can be used for cooling towers
- Condensed water from air conditioning systems and recycled RO water can be utilized for garden irrigation to reduce the waste of water resources

Power consumption, power savings, and power-saving rate in the most recent three years and projections for 2022

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



Water consumption in the most recent three years

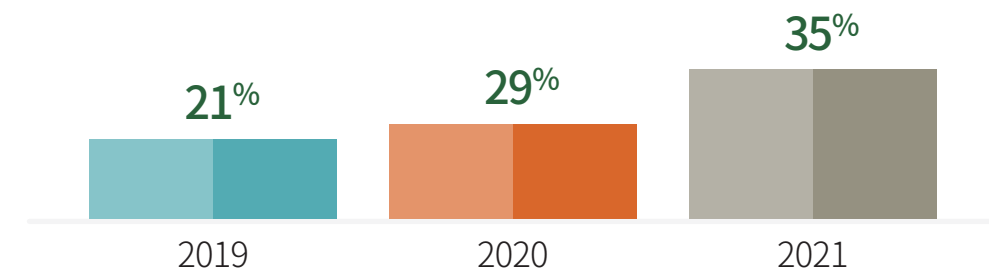
Year	2019	2020	2021
Water intake (million liters)	317	407	382
Water consumption (million liters)	159	228	201
Water discharge (million liters)	158	179	181

Waste Management

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

We reinforce waste management and prioritize waste reduction to realize the goal of resource recycling and reuse. Sorting, recycling, reuse, and proper treatment is carried out in a conscientious manner. In addition, ongoing improvements are implemented in the fields of waste storage, transportation, and treatment and environmental impacts. MediaTek selects qualified manufacturers for waste disposal and reuse operations in a rigorous manner and conducts non-scheduled audits of the legality of waste clearance processes to fulfill its supervision responsibility. In 2021, the waste treatment and recycling rate reached 35%. In addition, we are the first enterprise in the Hsinchu Science Park area to set up a resource recycling machine in cooperation with EPA and offer detailed information on our achievements as a reference for other companies.


Recycling rate in the most recent three years






[Note] Recycling rate = amount recycled divided by total waste

2021 Waste Treatment Statistics				
Category	Waste category	Treatment method	Treated quantity (metric tons)	Rate
Municipal solid waste	Domestic waste	Incineration	86.76	47.09%
	Waste paper	Recycling	46.03	24.99%
	Waste iron container	Recycling	0.41	0.22%
	Waste aluminum container	Recycling	0.41	0.22%
	Waste lighting source	Recycling	0.02	0.01%
Hazardous waste	Waste electronic parts and components, scraps, and rejects	Outsourced treatment	50.60	27.47%
Total			184.23	100.00%

[Note] The main source of hazardous waste are rejects returned by suppliers and utilized for testing. Since MediaTek is a fabless IC design company, no hazardous waste is generated in its production processes.

Green Transportation		
Item	Description	Effects
 <p>Shuttle bus services for commuters</p>	<p>Large-sized buses have been rented for a total of four shuttle service routes since the launch of services in June 2015. Employees are picked up and dropped off at specific locations. Carpooling not only helps reduce energy consumption and carbon emissions associated with commuting by car but also raise awareness of environmental protection concepts among employees.</p>	<p>In 2021, shuttle buses transported 35,582 passengers (6 trips and 8 trips for commuters traveling to and from work, respectively). Usage rates decreased by around 24%, 2020 mainly due to the impact of the COVID-19 pandemic and the WFH policy from May to August 2021 coupled with service suspensions in line with epidemic prevention measures.</p>

Green Transportation		
Item	Description	Effects
 <p>Shuttle bus services between office buildings</p>	<p>We provide e-shuttle bus services between office buildings in 20-minute intervals to reduce energy consumption and carbon emissions associated with commuting by car.</p>	<p>In 2021, shuttle buses between office buildings transported 8,055 passengers. Usage rates decreased by around 35%, 2020 mainly due to the impact of the COVID-19 pandemic and the WFH policy from May to August 2021 coupled with service suspensions in line with epidemic prevention measures.</p>
 <p>M-Bike services between office buildings</p>	<p>We provide 10 bicycles for commuting between office areas to encourage employees to adopt eco-friendly lifestyles and engage in regular exercise.</p>	<p>3,720 employees rode these bicycles in 2021, which is roughly the same usage rate as in 2020.</p>
 <p>Company-owned e-scooters for security personnel</p>	<p>We provide two e-scooters for office patrols and inspections by security personnel to promote the fusion of environmental protection and transportation lifestyles.</p>	<p>Total distance traveled amounted to 1,100 km in 2021, which is roughly the same usage rate as in 2020.</p>
<p>EV charging stations</p>	<p>Three EV charging stations have been installed at Corporate HQ. It is planned to install an additional nine charging stations in three other office buildings in 2022.</p>	<p>Since the launch of these stations in March 2021, the usage rate has increased to over 80% as of the end of 2021. Carbon savings exceeded 15 metric tons in 2021.</p>
<p>E-scooter battery swapping stations</p>	<p>It is planned to install an e-scooter battery swapping station at Corporate HQ in 2022.</p>	<p>MediaTek is the first enterprise in the Hsinchu Science Park to install a Gogoro battery swapping station.</p>

2021 Greenhouse Gas Emissions

Scope 1 & 2 GHG emissions

Purchased electricity represents MediaTek's main emission source. In view of the constantly expanding scope of our business operations, we are firmly committed to increasing our energy savings and thereby effectively decrease our GHG emissions. MediaTek has set an annual power-saving target of 11% (total power savings/total power consumption). The power-saving rate in 2021 equaled 14.8%, which can be attributed to the enhanced performance of the 2nd and 3rd data center compared to the previous year and the completion of LED lighting upgrades at Corporate HQ.

Scope 1 & 2 GHG emissions

Sources of GHG emissions from resource use include purchased electricity, common facilities, boilers, cooling towers, and chillers. Purchased electricity, the main emission source, accounts for 92.1% of Scope 2 emissions. In the future, ongoing GHG inventories will be conducted to maintain a firm grasp of environmental impacts.

Scope 3 GHG Emissions - Shuttle Bus Services

With a view to reducing carbon emissions from employee commuting, MediaTek proactively adopts environmental protection measures targeted at transportation issues which are of immediate concern to employees. In 2021, carbon emissions generated from transportation amounted to around 97 metric tons CO₂e. In addition to the maintenance of shuttle bus services with specific pick-up and drop-off locations and between office areas, the installation of EV charging stations was completed in 2021 in line with low-carbon trends. Installation of three additional charging stations and an e-scooter battery swapping station is planned for 2022.

2021 Greenhouse Gas Emissions

Item	Scope 1 GHG emissions (direct emissions from sources owned or controlled by the organization)			Scope 2 GHG emissions (indirect emissions from electricity input, heat, or steam)		
	2019	2020	2021	2019	2020	2021
	Emission quantity (metric tons CO ₂ e)	2,095	4,518	5,326	48,985	52,072
Scope of collected emission data*Revenues/ Taiwan Office Personnel Ratio (%)	100%	100%	100%	100%	100%	100%

[Note] MediaTek has taken the conduct inventories to inventories since 2016 The increase of GHG emissions in 2021 can mainly be attributed to the higher number of employees and ongoing expansion of the IT data centers.

2021 Greenhouse Gas Emissions

MediaTek GHG emission statistics

Unit: Metric tons CO₂e

GHG emission factor chart	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Total
2021	66,279.69	903.86	135.32	0	0	0	0	67,318.87

- [Note 1] The electricity emission factor in 2021 was 0.502 kg CO₂/kWh according to Taiwan Bureau of Energy.
- [Note 2] The increase of GHG emissions can mainly be attributed to the higher number of employees and the increase of office buildings and IT data centers.
- [Note 3] MediaTek utilizes GWP values from the IPCC Fifth Assessment (AR5) (2013), as referenced by the Taiwan EPA Index of Greenhouse-Gas Emission Factors (IGHGEF) 6.0.4., as its emission factors in terms of carbon dioxide equivalents (CO₂e) for 2021 Scope 1 emissions.



6 Community Engagement

- 6.1 Digital Social Innovation
- 6.2 Solid Technology Foundation and Talent Cultivation
- 6.3 Social Welfare and Engagement

Material Issue in this Chapter

- Social Welfare Activities



"Genius for Home" Competition and Local Program

In 2021, 455 proposals were received for the 4th edition of the program (57 townships that made submissions are priority locations for placemaking). Teams that have participated in this program over the past four years hail from 305 different townships spread out across the island. 82.8% of all townships and urban areas in Taiwan are represented in the program.

Focal points

"Returning home" is the first step toward the social innovation

Practical Science Award Program

In 2021, 96 submissions were received (40% from schools in remote townships) for this program which has entered its 11th year. 35 submissions were recognized with awards at science exhibitions at the city and county level, while 10 entries were honored with awards in national. 1,750 popular science books This program which reached 4,000 students and faculty members marks the first step toward science as a specialized subject.

Focal points

Training of future scientists through hands-on practice

STEM "Course maker" Program

Experiences in program education and teacher training in nine cities and counties from 2017 to 2020 have been transformed into the STEM "Course maker" program with the ultimate goal of training elementary and middle school instructors and providing diversified grants, subsidies, and resources for on-campus practice-oriented course offerings. 30 teachers from 29 elementary and middle schools for the first program.

Focal points

Access to institutionalized sites and flipped technology classrooms

The "Genius for Home" program does not end with the competition. The ultimate goal is local implementation. 9 of the award-winning teams in the last two years put forward follow-up implementation programs in 2021.

Success stories

New immigrant e-commerce platform boosts social integration and builds up confidence

"Taiwan-Vietnam Friendship" has established an e-commerce platform in multiple Southeast Asian languages that aims to offer hometown delicacies to new immigrants from Vietnam. The package delivery process by new immigrants is greatly simplified through the convenience store logistics systems. The successful establishment of this transaction platform for new immigrants in Taiwan has enabled five new immigrants to improve their livelihoods and build up their confidence. It also represents a valid contribution to the multicultural outlook of Taiwanese society.



40 projects in 35 schools span the fields of real-life applications, physics, chemistry, biology, mathematics, and earth science.

Success stories

No one left behind - Amazing achievements become possible through valuable support

Among the 16 selected entries from underprivileged schools in remote areas, there was one school (Gongliao Elementary School) that had never before participated in a science fair due to a lack of resources. After receiving experimental and educational resources in the context of this program, the school finally gained the ability to lead its students into the realm of scientific practice. The school garnered an Honorable Mention Award in its first city/county-level science fair, which was a huge confidence booster for both students and faculty members. The goal is to ensure that none of our children are left behind and provide inspiration to a rising number of future scientists!



Pursuit of systematic ongoing influence and transformation of educational sites: 29 elementary and middle schools offer official technology classes and clubs with the support of the program. A total of 45 classes and 14 clubs are available so far.

Success stories

Organization of technology courses in areas that lack technology resources

With the aid of the program, 12 schools have offered technology-related courses for the first time, and 2 schools have established related clubs. Jin-sha Junior High School in Kinmen County has offered its first robot club to enable teachers to arouse the interest of its students in technology without worrying about budgets or spending their own money. The ultimate goal is to offer a wider range of choices in this peripheral area that lacks technology resources.



Management approaches for material issues : Social Welfare Activities (Self-defined topics)



Importance to MediaTek

Pioneering, innovative technologies not only represent the cornerstone of our industry leadership position but also the foundation of our social influence which relies on the proactive utilization of our core capabilities in the field of technological innovation. We embrace the core concept of "knowledge dissemination" and "innovative application of knowledge and technology" based on cross-industry integration paired with the sharing of the benefits derived from technological innovation with society.

This concept enables a rising number of individuals to take advantage of the opportunities generated by technology diffusion and builds momentum toward the creation of a brighter future.

Commitments and Policies

Giving the next generation a firm grasp of technological innovation and building of a better future in the fields of education promotion, industry development, culture & society in cooperation with all members of society.

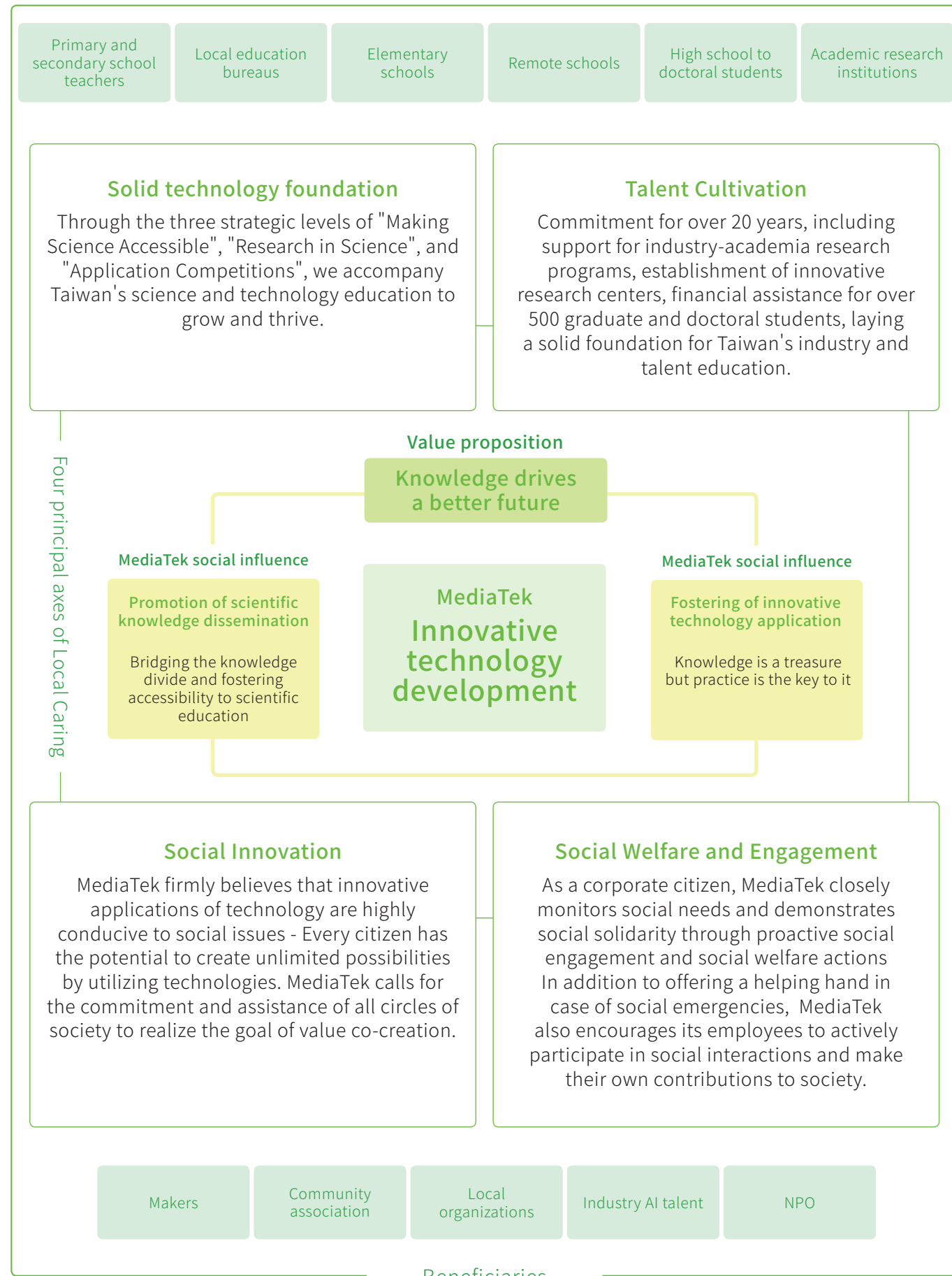


The heart of MediaTek social welfare : shaping the future by building knowledge and personal growth

As an innovation-oriented enterprise, MediaTek embarks on the cultivation of technology talents with a focus on facilitating the next generation with capabilities in technology application. Implementation paths are strategically divided into "knowledge dissemination" and "knowledge application"



MediaTek Community Engagement Blueprint



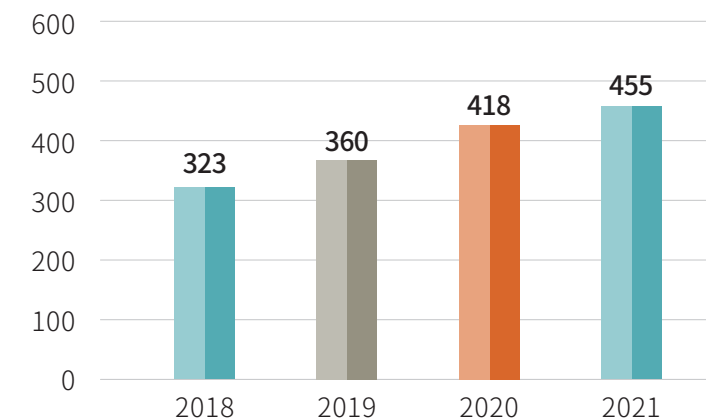
6.1 Digital Social Innovation

Harnessing digital technology to tackle social issues is no longer a privilege of enterprises. MediaTek firmly believes that every individual has the potential to create unlimited possibilities by utilizing digital technologies. In 2018, MediaTek launched the digital social innovation competition, "Genius for Home," to encourage all members of society to offer solutions for issues affecting their hometowns. Furthermore, MediaTek provides on-going coaching and financial support for 2 years to assist selected teams for project implementation.

Participation statistics for 1st-4th "Genius for Home" competition

	2018	2019	2020	2021
Number of digital social innovation proposals	323	360	418	455

Number of digital social innovation proposals



6.1.1 Genius for Home

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

Digital technology can be utilized as a tool to enhance problem-solving efficiency. The MediaTek Digital Social Innovation Competition titled "Genius for Home" was launched based on the fundamental belief that "we should all make contributions to improve our hometowns". It calls on all citizens to provide solutions for social issues facing their hometowns through innovative application of digital technologies. Since its inception in 2018, 1,556 hometown improvement proposals have been submitted. A 2-year follow-up implementation support plan has been put forward for 15 of these proposals after competitions. Local implementation represents the starting point on the path toward influential social innovation.



Submitted proposals

A total of 455 proposals from 22 cities and counties were received in 2021. Despite the anxiety in the face of the pandemic, the number of submissions for the competition and the number of represented cities and counties reached a record high. This year's participants included teams from offshore islands such as Kinmen, Mazu, and Orchid Island. Entries covered an unprecedented range of fields including sports, medical care, placemaking, ecology, education, environmental protection, and social care.

Guided value co-creation

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



Expert mentors
Professional instruction by six design thinking experts

Directions for revision of proposals were identified in workshop exercises.



Industry instructor & consultant team
21 MediaTek top executives

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

First prize

Time- and- Space Defying Disaster Prevention Team

In order to collect the earth surface change data in the Wulai region and carry out potential disaster assessments, the team integrated three systems: a radarsat earth observation system, a disaster observation IoT system, and a disaster observation APP-based system. To achieve the goal of disaster precautions, the real-time alert system is contributed by the township office, the experience of



local tribal communities, and the disaster observation reports of local citizens. PPP (Public-Private Partnership)-based co-creation and cooperation models revolutionize traditional disaster prevention methods and represent a significant contribution to safeguard human lives. They are characterized by high levels of innovation and social impact.

Implementation support

Local implementation is the most challenging part of social innovation. Guidance resources and incentives for implementation are therefore provided for a 2-year basis after competitions to facilitate the implementation of proposals by selected teams. A total of nine selected teams in 2019 and 2020 received guidance resources and subsidies in 2021 to engage in follow-up local implementation.

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

	2018	2019	2020	2021
Number of shortlisted teams	20	20	21	21
Number of actual on-the-ground practices in the two years after the competition	4	6	5 <i>*Only counted until the first year after the competition - 2021</i>	Open for applications Expected to close in June 2022
Ratio of actual implementations	20%	30%	23% <i>*Only counted until the first year after the competition - 2021</i>	
List of topics of primary concern	<ul style="list-style-type: none"> Female parenting and workplace support Sustainable consumption AI-based fruit selection and identification Agricultural climate control 	<ul style="list-style-type: none"> AI-based breeding and cultivation AED warning system Pomacea canaliculata eradication initiative Community information and tourism system 	<ul style="list-style-type: none"> Smart greenhouse control Online sales platform for new immigrants Baseball science adoption IoT-based, automatic irrigation 	

Big events in small communities

The government subsidy database links 13 central government ministries and agencies, featuring 1,299 programs and over 600,000 queries from 2019 to the end of 2021. Marketing efforts deep inside communities are a result of synchronized guidance for communities and application for government programs. Since the launch of the "Dialogcheer" navigation APP with integrated AI, AR, and VR technologies in 2020, mysterious spots in six areas including Veoveoana in Fanlu Township, Chiayi and Maoao in Gongliao District, New Taipei City have been added.



Taiwan-Vietnam Friendship

Development of an e-commerce platform in multiple Southeast Asian languages that aims to offer hometown delicacies to new immigrants in Taiwan and online shopping services for foreign migrant workers. Successfully assisted a new immigrant in Nantou to exceed NT\$400,000 in monthly sales. In the future, it is planned to provide ongoing assistance in the joint development of marketing channels for diversified products by new immigrants. These efforts create market niches and social influence for the benefit of migrant worker communities and help develop the economic potential of new immigrants.



Areas overlapping with priority locations for placemaking

The National Development Council has listed 134 priority locations (townships and districts) for placemaking. 57 hometowns represented in the "Genius for Home" competition overlap with the townships earmarked for placemaking. Among them, Pingtung County represented the most of these townships (a total of 8), followed by Nantou County (7 townships).



Satisfaction survey and feedback

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

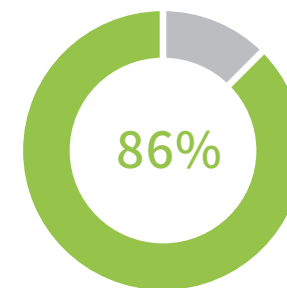
86% of the teams believed that the workshop training created the following concrete benefits for the teams and the submitted proposals.

- Mentors helped the teams to clarify and focus on issues, analyze blind spots, and review and reflect on the proposal structure from different angles and perspectives. They also gave them confidence to keep forging ahead.
- MediaTek consultants provided industry perspectives and recommendations on technologies and organizational operations.

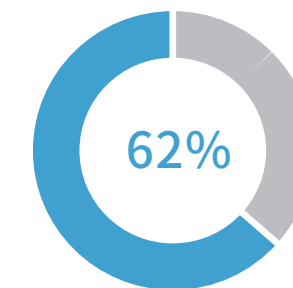
MediaTek conducted surveys of resources valued and required by the teams to facilitate future resource allocation.

- Over 70% of the teams affirmed that the "nomination bonuses and subsidies" were very helpful. R&D or hands-on practices gave teams an opportunity to take another step forward.
- 62% of the teams gave positive feedback and looked forward to more opportunities for "interdisciplinary cooperation".
- 52% eagerly anticipated marketing and media resources that enable them to promote their concepts or draw attention.

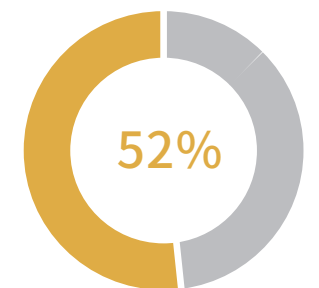
As for overall satisfaction levels, all teams stated that they have gained concrete insights through their participation in the 2021 "Genius for Home" competition and expressed their willingness to recommend participation in future competitions to other teams.



Workshop training created the following concrete benefits for the teams and the submitted proposals.



Looked forward to more opportunities for "interdisciplinary cooperation".



Eagerly anticipated marketing and media resources that enable them to promote their concepts or draw attention.



Researchchain
 "Industry consultants, and judges offered many incisive and insightful comments to the team, which enabled us to gain more comprehensive understanding of blind spots that had escaped our attention and thereby make much needed adjustments to our project! We all have benefited a lot from this competition.
 This is an extremely heartwarming event! Every proposal deepens our identification with this land called Taiwan!"



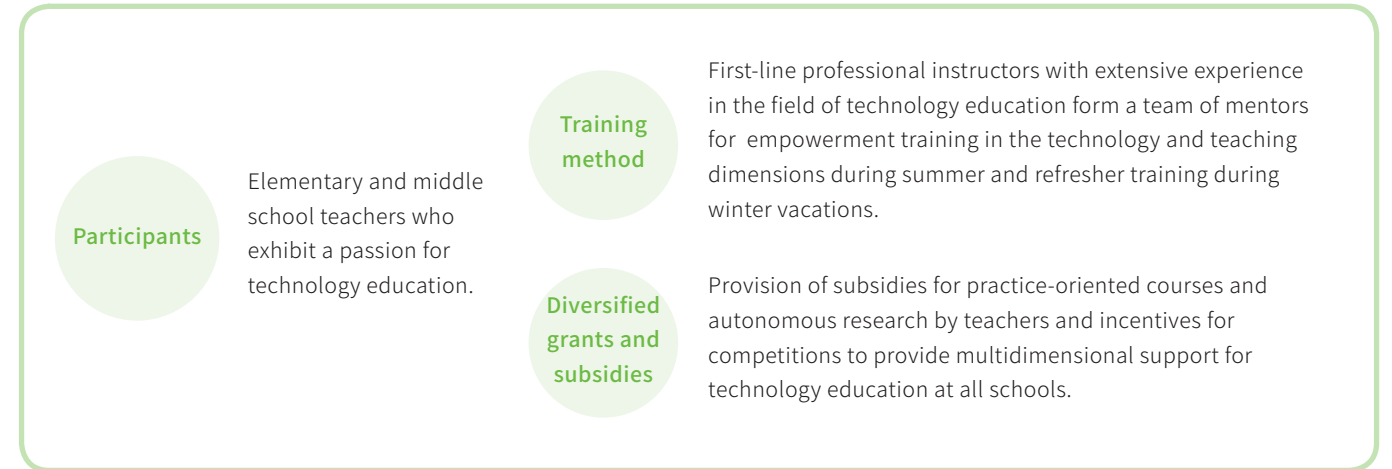
ASIA IASO
 "Our hometowns are microcosms illustrating the current conditions in Taiwan. The goal of our project is to solve issues our hometown faces in the field of medical care through the application of technologies. We have gained a lot of valuable insights in the course of the development of our proposal, design, product, and business model in the context of this competition."



Smart Waterfowl
 "We strive to draw attention and resources to our local communities and farmers by harnessing our increased public exposure through this competition. We also aim to direct the attention of local farmers to the crucial role of AIoT in the agricultural sector. The team is deeply grateful to "Genius for Home" for providing us with this opportunity to realize our ideas."



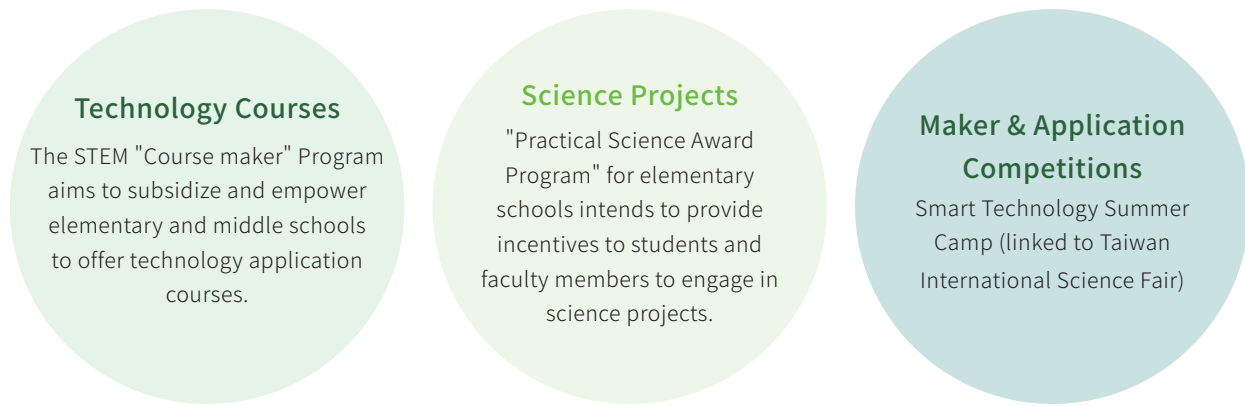
Introduce STEM Course maker program in 2021 to pursuit the influence inside the system, increase the number of offered technology courses, assistance to elementary and middle schools in the development of mechatronic controls on campus and organization of IoT-related technology courses.



6.2 Solid Technology Foundation and Talent Cultivation

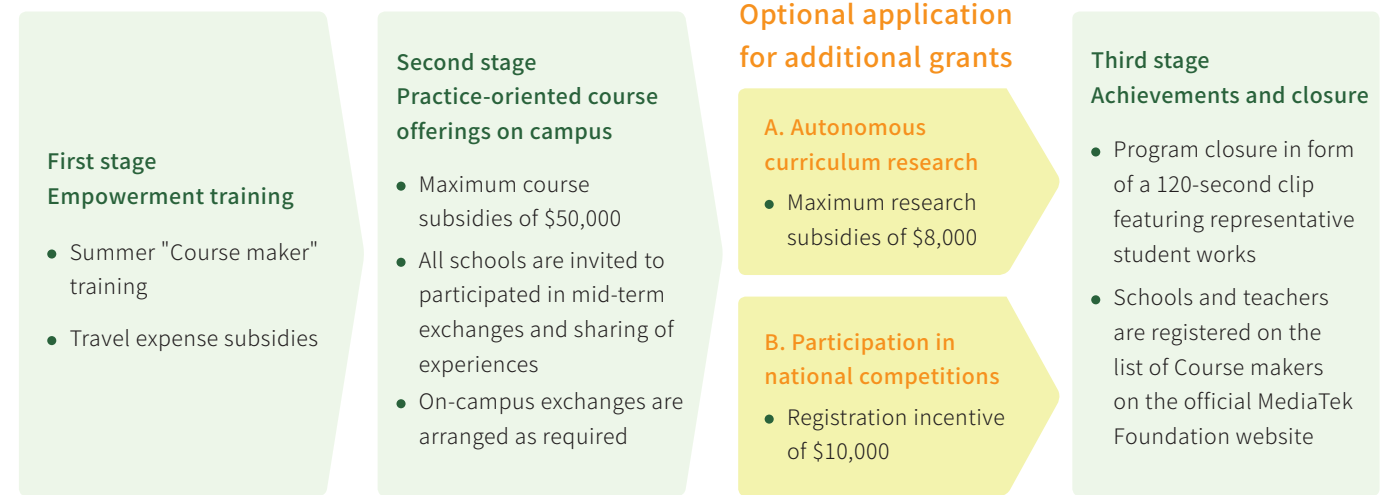
6.2.1 Solid Technology Foundation

STEM talent is cultivated in a strategic manner, dissemination of knowledge is accelerated through a dual-track approach (technology courses and science projects), and application of knowledge is promoted through "application competitions". STEM-related Master Plans promoted in 2021:



Technology Courses

- STEM "Course maker" Program
- Pushing reforms inside the educational system and flipping of technology classrooms by joining hands with first-line instructors



4-day teacher empowerment training enables teachers to make their own technology courses. The program is not bound to specific hardware. Teachers can freely select micro : bit, Arduino, LinkIt 7697, or ESP32-based mechatronic and IoT technologies in line with the school's conditions and status. Participants are familiarized with PBL (problem-based learning) teaching skills for technology application courses. In the final part of the training , participating teachers get an opportunity to refine their course planning techniques through a one-on-one consultation with the instructor.

At mid-semester, program participants are invited to engage in exchanges of experiences in course organization. This activity provides an opportunity for the sharing of benchmark cases and frustrating experiences and mutual support. The ultimate goal is to bring new momentum to ensure the ongoing organization of such practice-oriented courses.



Practical achievements

In 2021, a total of 29 elementary and middle schools received assistance in the organization of official technology courses or clubs. A total of 45 official courses and 14 clubs are currently available for 496 middle school students. Mediatek Foundation visited part of these schools to gain a clear understanding of actual conditions at each school and the challenges facing first-line instructors.



Rixin Elementary School in Taipei City
Smart Home Appliances "So Easy" course



Jin-sha Junior High School in Kinmen County
Robot club



Tamsui Elementary School in New Taipei City
When butterflies meet smart robots

Junior High Department of Jinhe High School - Mr. Hong-Xiang Wu (Faculty Member)

"This has been the most rewarding year in my 24-year teaching career. This Course Maker has been long overdue! The teaching approaches I learned from the instructors paired with the equipment we purchased with the aid of MediaTek subsidies have empowered and emboldened me. The feedback from my students has motivated me to keep refining my teaching approaches instead of clinging to traditional, non-innovative textbook-based approaches. This year, I use teaching materials that I created myself and lesson plans that I have composed. I complete all exercises and practices myself before I assign them to my students...These brand-new challenges helped me grow a lot as an educator!"



Zhongzheng Elementary School in Hualien County - Mr. Zhi-Hao Lin (Faculty member)

"Course maker is quite tiring, but seeing my students' faces light up makes it all worthwhile. Through participat in this program, we not only gained funding but also received guidance in the gradual adoption of PBL approaches by first-line IT instructors, which has been really helpful. Foundation offer us opportunities for ongoing studies and provide needed funds for participati in competitions. They empathize with our needs!"

[Note] Mr. Lin have garnered two silver, one bronze, and one honorable mention award at the Pacific Cup Technology Education Competition in Hualien County



Science Projects

Practical Science Award Program for elementary schools

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

The aim is to cultivate the next generation with hands-on problem-solving ability, popularize scientific exploration and practices on our campuses, and focus on the injection of resources into remote areas and regions characterized by a lack of resources.

Participants

Teachers who guide the science project nationwide.

Resources

Support is provided in five stages, including encompasses grants/subsidies, teacher training workshop, and the donation of popular science books.

Care for remote townships

A quota of 40% is reserved for underprivileged schools in remote, very remote, and indigenous areas.

Selection process

In 2021, a total of 96 submissions were received. 16 of the selected 40 projects were submitted by underprivileged schools in remote areas. A total of 77 teachers and 191 students were recognized for their achievements in the context of this Practical Science Award Program. 35 and 10 submissions garnered awards at city/county-level and nationwide science fairs, respectively.

Longhai Elementary School in Taichung

Numerous students from underprivileged family backgrounds at Longhai Elementary School in Taichung happily receive their nomination certificates.



Teacher workshop on science projects

The online teacher workshop on science projects offered participants an opportunity for advanced training in the dimensions of topic design, digital recording methods, and practice-oriented course guidance. A total of 67 teachers participated in this workshop prior to city/county-level science fairs. The satisfaction level reached 100% and all attendees expressed a willingness to participate in similar events in the future.



Donation of popular science books and book report card activity

A total of 1,750 copies of 50 carefully selected popular science books published last year were donated to 35 selected schools in 2021. These books represent precious reading resources for schools that lack such resources. A significant number of schools have set up designated popular science reading areas or book carts.



Students of Fengrong Elementary School in Taitung County open boxes filled with new books

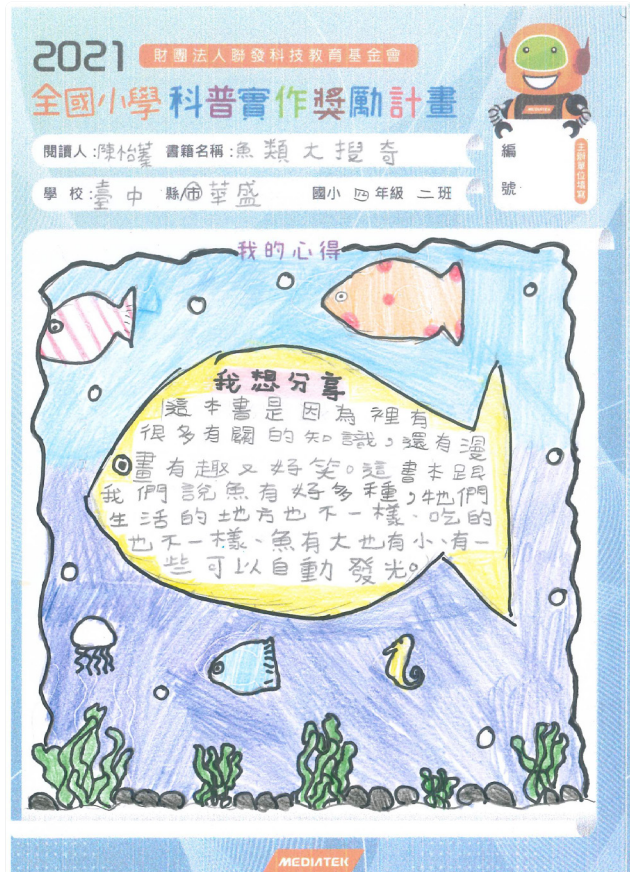
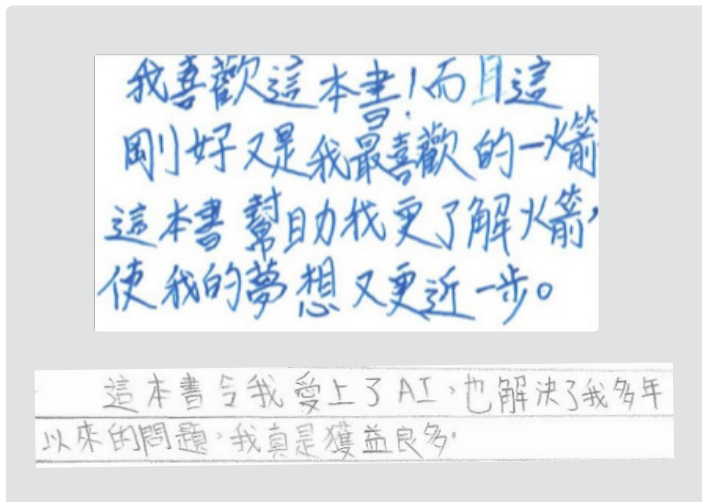


Malan Elementary School in Taitung County organized a book fair to display the donated books



The remote Tongan Elementary School in Changhua County has set up a mobile book cart.


The book donation was followed by a book report card activity. A total of 1,365 such cards were received. 1,201 books were shared with friends and relatives by students who recorded their gained insights with the aid of pictures and text. In addition, an online exhibition of the submitted cards has been organized to share the insights of these children with the public. This activity reached 18,304 individuals.



Feedback

Badou Elementary School in Keelung City (ranked 3rd nationwide in Biology, numerous students from underprivileged family)

"This marks the tenth year of our intertidal zone themed science project. Our experiments have been subsidized by MediaTek for four consecutive years. In the biological research process, our students have conducted intensive studies of urchins for almost two years, which, in hindsight, is quite extraordinary! Technology changes rapidly, and children change their preferences more and more frequently. The only way to make children focus on the same topic for an extended period is a science project. Repeated corroboration of ideas and speculations exposes children to scientific exploration processes. They learn how to focus and commit to a certain research object and thereby build up their confidence. When I see the confidence and focus in their eyes during the final stage, I am absolutely certain that what matters most is not success but rather the transformation of the children! This joy and happiness is my greatest motivation for forging ahead."



Gongliao Elementary School in New Taipei City (the school garnered an Honorable Mention Award in its first city/county-level science fair)

The school has never participated in a science fair before. Our teachers and students therefore have no practical experience associated with such exhibitions. The experiments therefore represented a brand-new experience for everyone and the students displayed great interest in the tests and experiments. After passing the preliminary reviews for the New Taipei City Science Fair for elementary and middle schools, the students had to introduce their work to the judges on the day of the final reviews, which was an invaluable experience for the children. Our original intention was simply to give the students a chance to carry out experiments in a meticulous manner. We never thought we could pass the preliminary and final reviews or even win an award. We are overjoyed to be presented with this Honorable Mention Award. This represents a great source of motivation for us and we are deeply grateful to MediaTek Foundation for their support and sponsorship. We will continue to embrace a spirit of passion and sincerity in our efforts in the field of science.




Application Competitions

Young TITC Smart Technology Summer Camp

The "Smart Technology Summer Camp" was launched in cooperation with the National Taiwan Science Education Center and the NTU Department of Electrical Engineering. This free camp accepts a maximum of 35 middle and high school students. A synthesis of electrical engineering, programming, and AI theories is achieved through seminars and a large number of hands-on practices. Through follow-up guidance after the camp activity, research directions are revised to facilitate the final project.

Participants

Ninth grade to eleventh grade

Resources

4-day summer camp, expert guidance, research material subsidies, instructions for participation in international science fairs and competitions

Achievements

17 of the 20 works created in the 3rd camp in 2021 were registered for the Taiwan International Science Fair. 11 passed the preliminary review and 7 earned awards. These projects garnered over half of the awards in the 2021 TISF "Computer Science and Information Engineering category". Three works were selected to represent Taiwan in international events.



Ms. Yi-Ning Tsai (student at Taipei Municipal Zhongshan Girls High School)

- 2020 Camp participants
- 2021 Taiwan International Science Fair - Second Prize in the Computer Science and Information Engineering category
- 2021 International Science and Engineering Fair - AI Development Association Honorable Mention

"I'm honored to have been a participant of the Smart Technology Camp. This was my first opportunity to learn more about AI and algorithms. Our team successfully completed the project and group competition stage through excellent teamwork and numerous brainstorming sessions. The unique atmosphere of joint discussions with like-minded partners is an unforgettable experience. The suggestions and discussions in the context of the follow-up guidance activity were extremely helpful for my research project on the diagnosis of anemia through conjunctival imaging. I am deeply thankful for the opportunity to participate in this camp which is a turning point in my life that has made my high school life more memorable."



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

MediaTek has been working with universities since 2002. The MediaTek Advanced Research Center (MARC) is in charge of managing and planning relevant activities including strategic technology exploration, innovative R&D center operations, and academia-Industry consortia policy meetings for high priority areas where they implement industrial development policies adopted by the government.

Over the past 20 years, MediaTek has been collaborating with universities including National Taiwan University, National Tsing Hua University, National Yang Ming Chiao Tung University, National Taiwan Normal University, National Cheng Kung University, National Chung Cheng University, National Taiwan Ocean University, National Taiwan University of Science and Technology, Peking University, University of Science and Technology of China, University of Florida, Harvard University, University of Oulu, Oregon State University, University of Mississippi, Massachusetts Institute of Technology (MIT), University of Twente, University of Southern California, UT Austin, and New York University (NYU), etc.

In the future, MediaTek is going to search for more opportunities to cooperate with universities and institutions in pursuit of exploratory development of technology.

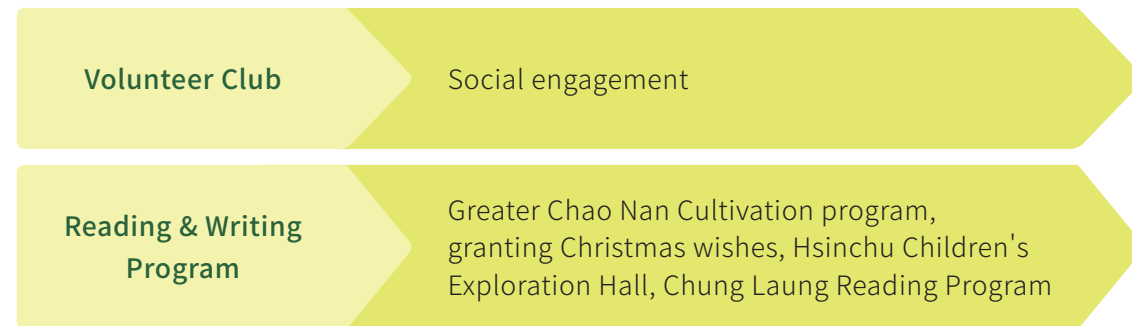
Task	Description
1 Participation in "National Key Fields Industry-University Collaboration and Skilled Personnel Training" of Ministry of Education	The policy was drafted in 2021 and was implemented in 2022. MediaTek provided funding and mentors to support the establishment and operations of three semiconductor colleges, namely "NTU Graduate School of Advanced Technology", "NTHU College of Semiconductor Research", and "NYCU Industry Academia Innovation School" in line with the promotion of industrial development in high-priority areas of the government.
2 "MediaTek-NTU Research Center", "MediaTek-NYCU Research Center", and "MediaTek-NTHU Research Center" were established at the end of 2013, integrating the indepth research and development capabilities of NTU, NTHU, and NYCU	In 2021, these three centers executed 25 programs, applied for one patent, and published 40 research papers. 41 graduates who worked on these projects were recruited by MediaTek.
3 Academia-Industry Consortiums	Academia-Industry consortiums are formed in line with the policy of the Ministry of Science and Technology to promote the "provision of solutions by academia for problems" put forward by enterprises by relying on the immense R&D capabilities of universities <ul style="list-style-type: none"> "ACE Technology for Future Society (2025-2035)" has been executed in cooperation with National Yang Ming Chiao Tung University since 2021. Program for the Development of "3DNET Technologies and Applications for Smart Campus" was executed in cooperation with National Yang Ming Chiao Tung University from 2017-2019. "Key Technologies for Next Generation Mobile Devices Heterogeneous Computing and Wireless Communications" was executed in cooperation with NTU from 2014-2017.
4 Membership in Academic Research	Institutions In addition to cooperation with universities in the execution of industry-academia programs, MediaTek proactively applies for membership in various academic research institutions to engage in discussions and participate in projects and thereby brings the company in sync with international trends <ul style="list-style-type: none"> In 2021, MediaTek was a member of the following academic research institutions: SRC, MIT CSAIL Lab, MIT CICS, Khronos Group, Taiwan Semiconductor Industry Association, Taiwan IC Industry and Academia Research Alliance, and National Taiwan University SoC Center.



6.3 Social Welfare and Engagement



MediaTek demonstrates social solidarity through proactive social engagement and social welfare actions. Topics of concern in 2021



6.3.1 Volunteer Club

MediaTek encourages its employees to engage in social interactions. The Volunteer Club was officially established in 2012 to expand the social influence of MediaTek through organized and systematic management modes. These efforts have been facilitated by the official adoption of the volunteer leave policy in 2015 which entitles every employee eight hours of volunteer leave per year. MediaTekers are actively encouraged to participate in social welfare activities to fulfill their civic responsibility.

Reading & Writing Program

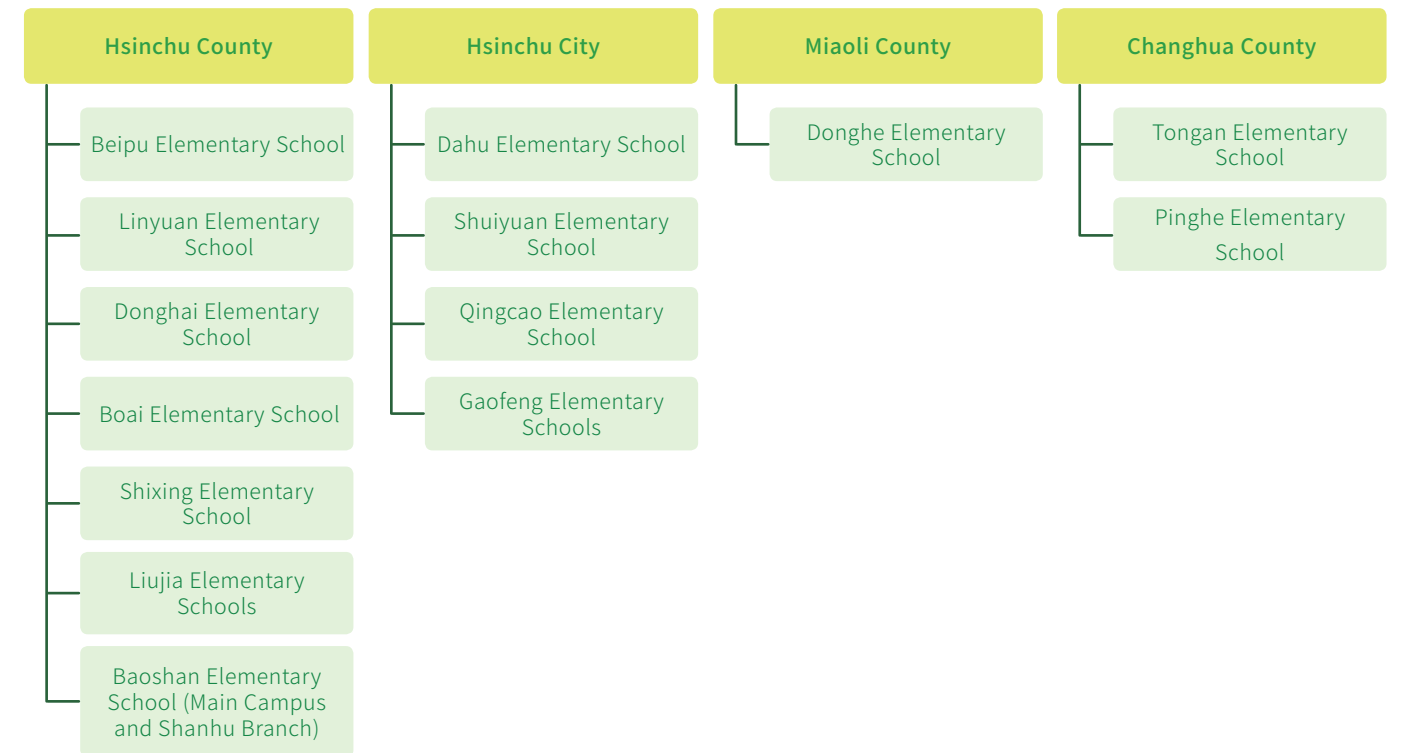
Soft-hearted technology experts create an online study-buddy platform

In 2018, MediaTek volunteers launched the "Reading & Writing Program" on their own initiative in their spare time. Based on the logic of mathematical training and the love of writing, volunteers developed gamified writing methods to guide children to observe, think, and make writing fun.



In 2021, the 4th year of the program, the volunteer force was expanded to 46 members. 52 students of the NYCU service learning program have also been enlisted to provide educational services at 14 elementary schools in Hsinchu, Miaoli, and remote areas. A total of 1,340 service hours were provided for 419 students. Volunteer and service personnel numbers hit record highs.

Participating schools



Students receive guidance in observations and conceptualization with the goal of enabling them to create their own complete essays. The third annual collection of student works titled "Unlimited Exploration" has already been published. The book features essays composed by 120 5th and 6th graders in 8 schools that have received such guidance services. In addition, a book launch presentation was held to boost the confidence of students and give them a sense of achievements.



In response to the demand for more submissions and corrections of articles, the volunteer club has also established an online public welfare writing platform. Students uploaded their articles and the system automatically matched a dedicated writing coach to provide feedback. This approach resulted in greatly enhanced teaching and learning outcomes. The gamified approach has brought about the submission of nearly 900 articles. A student surnamed Huang from Beipu Elementary School even wrote a 12,000-character novel.

Volunteers assisted in the publication of the novel in e-book format and the organization of a book launch presentation.

Hong-Kai Huang from Beipu Elementary School

"I have almost completed my third work. I am thankful to the teachers for their appreciation. Writing piques my interest and I will keep composing essays. This is the longest article I have ever written and I would like to take this opportunity to thank the teachers for their encouragement."



6.3.2 Social Welfare Activities

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



Greater Chao Nan Cultivation program

1,107 individuals benefited from this program in 2021.

Hsinchu Children's Exploration Hall

Support for the transformation of Hsinchu Children's Exploration Hall to promote science popularization.

Christmas Wishes

MediaTek cooperate with charity organizations in the vicinity of company operating sites in the joint fulfillment of Christmas wishes. The Christmas wishes of 1,200 individuals of all ages in 15 institutions came true through these concerted efforts in 2021.

Chung Laung Reading Activity Series

A total of 244 sets of books (2,928 books) were donated to 129 schools, and volunteer guided reading activities and essay contests were held to commemorate former school president Liu Chung-Laung's example through reading essays activities.

1,107 individuals benefited from the Greater Chao Nan Cultivation program in 2021, which marks the 2nd year (2nd phase) of the 4-year program

Mr. Ming-kai Tsai, Chairman of MediaTek deeply cares about the education and environment for children in his home county Pingtung. Mediatek Foundation joins hands with the Lovely Taiwan Foundation in the implementation of the "Greater Chao Nan Cultivation program", which aims to inject humanistic and scientific education resources and preserve local culture through an educational approach. The four-year Greater Chao Nan Cultivation program encompasses four sub-programs ("Shennong Program@Chaonan", "Chao Academy", "Bluesky Classroom", and "Roaming Dachaonan"). In this program, 813 class sessions (a total of 710.5 hours) were held for 42 classes of 6 elementary schools, 1 middle school, and 1 high school in Nanzhou and Chaozhou.



Chairman Tsai shows concern for the progress of the program and frequently visits Chaonan to gain a clear understanding of the current state of program implementation.

Granting Christmas Wishes

At the end of every year, MediaTek Group organizes a social welfare activity titled "Granting Christmas Wishes - Compassion without Limits". Individuals of all ages in charity organizations were invited to write down their Christmas wishes, and the employees initiated adoption to help everyone in need to warm up Christmas. In 2021, 1,200 wishes from 15 social welfare organizations were "adopted" by MediaTek employees in only one week and the heartwarming gifts were delivered before Christmas Eve.



Granting Christmas Wishes



Hsinchu Children's Exploration Hall

The Hsinchu Children's Exploration Hall is a gift to the children of Taiwan from MediaTek to mark the company's 20th anniversary. Bringing together years of experience in promoting science education and reading promotion, we have donated NT\$50 million to support the Hsinchu City Government to transform the Taiwan Pavilion Expo into the Hsinchu Children's Exploration Hall. Construction commenced in April 2020 and the Hall is expected to open in late 2022 with a refreshing new look. In the future, the Hsinchu Children's Exploration Hall will focus on science education and interactive experiences, becoming a venue to promote science education and inspire children's infinite possibilities. In the future, the Hall will be operated by the Cultural Affairs Bureau of the Hsinchu City Government, with the community involvement of the staff from MediaTek.

Chung Laung Reading Activity Series

Prof. Chung Laung Liu's spirit of equal emphasis on arts and science is perpetuated through boom donations, secondary school essay competitions, and guided reading activities relying on volunteers. A total of 129 schools and 244 book sets (2,928 volumes) containing Prof. Liu's works have been donated to 116 secondary schools in the Hsinchu and Miaoli areas and 13 secondary schools in other areas.



Chung Laung Reading Activity Series

With a view to increasing the reading interest of local students, members of the Reading & Writing program of the MediaTek Volunteer Club were enlisted to provide guided reading instruction for students at Qionglin and Baoshan Junior High School located in remote areas of Hsinchu County. 155 students and faculty members participated in 2 guided reading sessions.



Qionglin Junior High School

Baoshan Junior High School

The article solicitation activities elicited an enthusiastic response. A total of 195 articles were received from 24 schools. The jury was composed of 3 professional essay judges and 4 MediaTek volunteers. A total of 20 selected exceptional works and an additional 10 excellent works were recognized with certificates of merit and gift certificates for book purchases.

Mr. Hong, teacher at Daya Junior High School in Taichung

"I would like to take this opportunity to express my gratitude to MediaTek for the care shown to our students. Each student received a book to read, which has been an immense blessing for them!"

Mr. Jiang, Principal of Yizhu Junior High School in Chiayi

"We are deeply grateful to you for broadening the horizons of our students in the field of reading and for providing them with excellent books during this severe outbreak of the pandemic."

The heart of our community engagement is based on the most relevant areas of technology industry, "making science accessible" and "social innovation" to encourage the application of technologies, with three focus programs: Genius for Home, Practical Science Award Program, and the STEM Course maker Program have all shown positive results in terms of impact and benefits through stakeholder feedback and activity satisfaction surveys. In pursuit of a stable and sustainable positive impact, MediaTek will continue to focus on these three influential programs.

|| About this Report

Thank you for taking time to read the 2021 MediaTek Sustainability Report. This Report is a transparent and comprehensive presentation of MediaTek's performance in the three ESG (Environmental, Social, and Governance) domains that aims to help our stakeholders understand our principles and actions regarding sustainability. We provide responses to our stakeholders' expectations and needs within this Report and strive to exceed their expectations by reviewing and enhancing our practice.

Reporting Standards

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

Scope of this Report

The disclosure period of this Report is January 1, 2021 to December 31, 2021. Our previous Sustainability Report was published in September, 2021, and all reports are published annually on www.mediatek.com as part of our continuing mission to realize sustainable corporate development. Information disclosed in this Report is focused on our headquarters located in the Hsinchu Science Park of Taiwan, though some information may cover MediaTek branch offices around the world. Information disclosures that involve other regions are noted within this Report. We plan to gradually include important information regarding our affiliated companies and subsidiaries so as to display our sustainable influence on our value chain.

Reporting Guidelines

MediaTek compiled and conducted material analysis on important international economic, environmental, and social issues to better understand issues of concern among our stakeholders; this serves as the main information disclosures for this Report. We adhere to the three Universal Standards and six reporting quality principles of the GRI Standards, while also conforming to the Inclusivity, Materiality, and Responsiveness principles of the AA1000 AccountAbility Principles Standard (APS). In this report, we also began cross-referencing the Sustainability Accounting Standards Board (SASB) accounting metrics for the semiconductor industry in some of the aspects, and we plan to further develop the reporting where appropriate.

Data Collection

Relevant information in this Report was provided by corresponding business and functional units in MediaTek, reviewed for accuracy and comprehensiveness by department managers, and compiled, edited, and reviewed by the Sustainability Committee. The Board and executives of the Sustainability Committee reviewed and confirmed MediaTek's strategic initiatives and management approaches for sustainable development.

Data in our financial reports were taken from publicly disclosed information certified by Ernst & Young, and the unit of calculations used was New Taiwan Dollars (NTD). Calculations and units for environmental data was sourced from publicly available governmental information. Social data encompasses the MediaTek Foundation, and a note is made for all other quantitative data of significance.

Third-Party Assurance

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

MediaTek Inc.

Founding date May 28, 1997 **Capital** 15,990,851,950 NTD **Public listing** TWSE stock code 2454

Main areas of business Smart home, wireless communications, IoT, ASIC, smart TV, mobile devices

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MediaTek Sustainability website
<https://corp.mediatek.com/about/sustainability>

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GRI Standards	Disclosure	Chapter	Page
Universal Standards			
102-43	Approach to stakeholder engagement	Stakeholder Engagement	07
102-44	Key topics and concerns raised	Stakeholder Engagement	07
Reporting Practice			
102-45	Entities included in the consolidated financial statements	Refer to Annual Report	
102-46	Defining report content and topic Boundaries	About this Report Table 2: Material Issues and MediaTek's Value Chain	98 15
102-47	List of material topics	Stakeholder Engagement	07
102-48	Restatements of information	No restatements of information.	
102-49	Changes in reporting	The material issues and their boundaries stay the same as the 2019 CSR Report, except for a light wording change in "Corporate Governance and Compliance."	98
102-50	Reporting period	About this Report	98
102-51	Date of most recent report	About this Report	98
102-52	Reporting cycle	About this Report	98
102-53	Contact point for questions regarding the report	About this Report	98
102-54	Claims of reporting in accordance with the GRI Standards	About this Report	98
102-55	GRI content index	GRI Standards Index	98
102-56	External assurance	About this Report	98

GRI 102 : General Disclosure 2016

GRI Standards	Disclosure	Chapter	Page
Universal Standards			
Economic Performance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	1 Global Presence 1.4 Financial Performance	16 24
	103-2 The management approach and its components	1 Global Presence 1.4 Financial Performance	16 24
	103-3 Evaluation of the management approach	1 Global Presence 1.4 Financial Performance	16 24
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	1 Global Presence 1.4 Financial Performance 6 Community Engagement	16 24 86
	201-3 Defined benefit plan obligations and other retirement plans	3 Talent 3.4 Employee Experience	33 46
	201-4 Financial assistance received from government	2020 financial assistances received from government are investment subsidies and rental tax exemption. For more information, please refer to the Annual Report (p. 93). ↗	
	Corporate Governance and Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4 Corporate Governance	57
	103-2 The management approach and its components	4 Corporate Governance	57
	103-3 Evaluation of the management approach	4 Corporate Governance	57
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	There was no violation in 2021.	

GRI Standards	Disclosure	Chapter	Page
Universal Standards			
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with environmental laws and regulations	There was no violation in 2021.	
Brand Identity and Market Perception			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	1 Global Presence 1.1 Brand Vision	16 16
	103-2 The management approach and its components	1 Global Presence 1.1 Brand Vision	16 16
	103-3 Evaluation of the management approach	1 Global Presence 1.1 Brand Vision	16 16
Customer Relationship Management			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	1 Global Presence 1.3 Customer Services	16 23
	103-2 The management approach and its components	1 Global Presence 1.3 Customer Services	16 23
	103-3 Evaluation of the management approach	1 Global Presence 1.3 Customer Services	16 23
Innovation			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	2 Innovation	26
	103-2 The management approach and its components	2 Innovation	26
	103-3 Evaluation of the management approach	2 Innovation	26

GRI Standards	Disclosure	Chapter	Page
Universal Standards			
Talent Attraction and Retention			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3 Talent 3.2 Talent Attraction and Retention	33 35
	103-2 The management approach and its components	3 Talent 3.2 Talent Attraction and Retention	33 35
	103-3 Evaluation of the management approach	3 Talent 3.2 Talent Attraction and Retention	33 35
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	3 Talent 3.2 Talent Attraction and Retention	33 35
	401-3 Parental leave	3 Talent 3.4 Employee Experience	33 46
Multi-Channel Communication			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3 Talent 3.4 Employee Experience	33 46
	103-2 The management approach and its components	3 Talent 3.4 Employee Experience	33 46
	103-3 Evaluation of the management approach	3 Talent 3.4 Employee Experience	33 46
Supply Chain Management			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	5 Environmental Management 5.1 Responsible Supply Chain Management	67 68
	103-2 The management approach and its components	5 Environmental Management 5.1 Responsible Supply Chain Management	67 68
	103-3 Evaluation of the management approach	5 Environmental Management 5.1 Responsible Supply Chain Management	67 68

GRI Standards	Disclosure	Chapter	Page
Universal Standards			
GRI 308: Supplier Environment Assessment 2016	308-1 New suppliers that were screened using environmental criteria	No new suppliers 5 Environmental Management 5.1 Responsible Supply Chain Management	67 68
	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	No new suppliers 5 Environmental Management 5.1 Responsible Supply Chain Management
Employee Development			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3 Talent 3.3 Employee Development	33 41
	103-2 The management approach and its components	3 Talent 3.3 Employee Development	33 41
	103-3 Evaluation of the management approach	3 Talent 3.3 Employee Development	33 41
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	3 Talent 3.3 Employee Development	33 41
Social Welfare Activities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	6 Community Engagement	86
	103-2 The management approach and its components	6 Community Engagement	86
	103-3 Evaluation of the management approach	6 Community Engagement	86
Risk Management			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and is Boundary	4 Corporate Governance 4.5 Risk Management	57 62
	103-2 The management approach and its components	4 Corporate Governance 4.5 Risk Management	57 62
	103-3 Evaluation of the management approach	4 Corporate Governance 4.5 Risk Management	57 62

Other Issues			
GRI 204: Procurement Practice 2016	204-1	Proportion of spending on local suppliers	5 Environmental Management 67
			5.1 Responsible Supply Chain Management 68
GRI 302: Energy 2016	302-1	Energy consumption within the organization	5 Environmental Management 67
			5.3 Facility Management 77
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	5 Environmental Management 67
			5.3 Facility Management 77
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	5 Environmental Management 67
			5.3 Facility Management 77
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	5 Environmental Management 67
			5.3 Facility Management 77
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	5 Environmental Management 67
			5.3 Facility Management 77

|| SASB Index (SEMICONDUCTORS)

Table 1. Sustainability Disclosure Topics & Accounting Metrics

Topic	Code	Accounting Metric	Chapter / Page	Response / Comments
Greenhouse Gas Emissions	TC-SC-110a.1	<ul style="list-style-type: none"> Gross global Scope 1 emissions and amount of total emissions from perfluorinated compounds 	Refer to 5.3.2 Resource Management / p.78	<ul style="list-style-type: none"> Scope 1 emissions refer to 5.3.2 Resource Management. Since MediaTek is a fabless IC design company, there is no emissions that originate from perfluorinated compounds.

Topic	Code	Accounting Metric	Chapter / Page	Response / Comments
Greenhouse Gas Emissions	TC-SC-110a.2	<ul style="list-style-type: none"> Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets 	Refer to 5.3.2 Resource Management / p.78	<ul style="list-style-type: none"> Strategy or plan to manage Scope 1 emissions refer to 5.3.2 Resource Management. Since MediaTek is a fabless IC design company, there is no emissions that originate from perfluorinated compounds. The Accounting Metric is not applicable.
Energy Management in Manufacturing	TC-SC-130a.1	<ul style="list-style-type: none"> Total energy consumed. percentage grid electricity. percentage renewable 	Refer to 5.3.2 Resource Management / p.78	
Water Management	TC-SC-140a.1	<ul style="list-style-type: none"> Total water withdrawn total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress 	Refer to 5.3.2 Resource Management / p.78	
Waste Management	TC-SC-150a.1	<ul style="list-style-type: none"> Amount of hazardous waste from manufacturing, percentage recycled 	Refer to 5.3.2 Resource Management / p.78	<ul style="list-style-type: none"> Since MediaTek is a fabless IC design company, no hazardous waste is generated in its production processes. The main source of hazardous waste are rejects returned by suppliers and utilized for testing.

Topic	Code	Accounting Metric	Chapter / Page	Response / Comments
Employee Health & Safety	TC-SC-320a.1	<ul style="list-style-type: none"> Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards 	Refer to 5.3.1 Environmental Policies / p.77	
	TC-SC-320a.2	<ul style="list-style-type: none"> Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations 	Refer to 5.2.1 Business Continuity Management / p.77	<ul style="list-style-type: none"> There was no violation in 2021.
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	<ul style="list-style-type: none"> Percentage of employees that are (1) foreign nationals and (2) located offshore 	Refer to 3.1 Business Continuity Management / p.34	<ul style="list-style-type: none"> Regarding the potential risks of foreign nationals and offshore employees, such as conflicts due to cultural sensitivities or threats to intellectual property, MediaTek already has corresponding measures of risk management in place. For more information, please refer to 4.5 Risk Management (Risks to human rights, Information security)
Product Lifecycle Management	TC-SC-410a.1	<ul style="list-style-type: none"> Percentage of products by revenue that contain IEC 62474 declarable substances 	Not applicable	<ul style="list-style-type: none"> Since MediaTek is a fabless semiconductor R&D company, there is no production processes.

Topic	Code	Accounting Metric	Chapter / Page	Response / Comments
Product Lifecycle Management	TC-SC-410a.2	<ul style="list-style-type: none"> Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops 	Not applicable	<ul style="list-style-type: none"> Since MediaTek is a fabless IC design company, no processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops
Materials Sourcing	TC-SC-440a.1	<ul style="list-style-type: none"> Description of the management of risks associated with the use of critical materials 	Refer to 5.1.1 Responsible Supply Chain Management and Procurement Mechanism / p.69	
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	<ul style="list-style-type: none"> Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations 		<ul style="list-style-type: none"> There was no violation in 2021.

Table 2. Activity Metrics

Code	Activity Metric	Chapter / Page	Comments
TC-SC-000.A	Total production	Refer to Annual report	<ul style="list-style-type: none"> Refer to 2021 Annual report/P.75 ↗
TC-SC-000.B	Percentage of production from owned facilities	Not applicable	<ul style="list-style-type: none"> Since MediaTek is a fabless semiconductor R&D company, there is no production from owned facilities. The Activity Metric is "0".



|| The Ten Principles of the UN Global Compact

Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	✓	P.46
	Principle 2	Make sure that they are not complicit in human rights abuses.	✓	P.46
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	✓	P.47,50
	Principle 4	the elimination of all forms of forced and compulsory labour;	✓	P.46
	Principle 5	the effective abolition of child labour	✓	P.46
	Principle 6	the elimination of discrimination in respect of employment and occupation.	✓	P.46
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	✓	P.67-85
	Principle 8	undertake initiatives to promote greater environmental responsibility	✓	P.67-85
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	✓	P.32,79,82
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	✓	P.60

|| Independent Third Party Assurance Statement



INDEPENDENT ASSURANCE OPINION STATEMENT

MediaTek Inc. 2021 Sustainability Report

The British Standards Institution is independent to MediaTek Inc. (hereafter referred to as MediaTek in this statement) and has no financial interest in the operation of MediaTek other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of MediaTek only for the purposes of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by MediaTek. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to MediaTek only.

Scope

The scope of engagement agreed upon with MediaTek includes the followings:

1. The assurance scope is consistent with the description of MediaTek Inc. 2021 Sustainability Report.
2. The evaluation of the nature and extent of the MediaTek's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the MediaTek Inc. 2021 Sustainability Report provides a fair view of the MediaTek sustainability programmes and performances during 2021. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the MediaTek and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate MediaTek's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that MediaTek's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards: Core option were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a review of issues raised by external parties that could be relevant to MediaTek's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 10 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000AP (2018).



Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness and Impact of AA1000AP (2018) and GRI Standards is set out below:

Inclusivity

This report has reflected a fact that MediaTek has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the MediaTek's inclusivity issues.

Materiality

MediaTek publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of MediaTek and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the MediaTek's management and performance. In our professional opinion the report covers the MediaTek's material issues.

Responsiveness

MediaTek has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for MediaTek is developed and continually provides the opportunity to further enhance MediaTek's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the MediaTek's responsiveness issues.

Impact

MediaTek has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. MediaTek has established processes to monitor, measure, evaluate and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the MediaTek's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

MediaTek provided us with their self-declaration of in accordance with GRI Standards: Core option (For each material topic covered by a topic-specific GRI Standard, comply with all reporting requirements for at least one topic-specific disclosure). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported or omitted. In our professional opinion the self-declaration covers the MediaTek's sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the MediaTek's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of Lead auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064 and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:



Peter Pu, Managing Director BSI Taiwan



Statement No: SRA-TW-2021107
2022-06-27

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