



MediaTek ESG Report



2022





Enhance and
enrich everyone's life

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Message from our Chairman

I encourage my colleagues to apply their technological innovation skills on sustainability. Together, our individual actions on environmental protection and community involvement can pool into significant influence.



Looking back on 2022, the business landscape witnessed numerous changes and challenges. The IC design industry also experienced rapid fluctuations in market demand. Multiple uncertain factors tested enterprises' adaptability and resilience. MediaTek employees regarded those challenges as opportunities for ability enhancement. As a team, we steeled ourselves and worked with internal and external partners to enhance MediaTek's resilience and competitiveness, resulting in a new record in annual revenue and earnings per share.

Apart from demonstrating adaptability with business growth, we made a commitment last year to address climate change. The Board of Directors and the ESG Committee passed a target to achieve net-zero greenhouse gas emissions by 2050 with a plan to gradually reduce total emissions. Meanwhile, we continue to improve our ESG practices, including corporate governance, risk management, eco-friendly operations, employee care, and greater social participation. Such practices demonstrate our active commitment to sustainability.



Ming-Kai Tsai
Chairman of MediaTek

To achieve sustainable development, MediaTek needs not only resolution but the support of colleagues and suppliers to ensure long-term progress. At MediaTek, we're dedicated to fortifying our all-inclusive ESG efforts by infusing this ethos into our everyday operations, cultivating a sustainable supply chain, and meeting our stakeholders' expectations to boost our reputation and influence in sustainability. Specifically, we have been fostering an inclusive workplace culture that prioritizes diversity and equity. We have also been working on raising awareness among our employees about energy conservation and carbon reduction. Furthermore, we organize forums to ensure responsible supply chain practices and information security compliance. With an aim to build a robust and resilient ecosystem, we work with upstream and downstream supplier partners to explore new opportunities as well as support our brand customers around the world in releasing innovation. With the above, we are committed to driving the industry towards a responsible, sustainable, and low-carbon semiconductor supply chain.

We believe that the core competitiveness of an enterprise must contribute to the creation of social value. As the structural growth trend of global digital transformation remains, the semiconductor industry continues to play a crucial role. MediaTek delivers innovative technologies and products to enrich and enable individuals around the world, in the hopes of driving positive changes in the environment and society. The pursuit of sustainability is a never-ending journey. We will continue to connect sustainability with business practices, establish an ecosystem that promotes co-prosperity and shared values, which we hope will in turn have a positive influence on the society and create a sustainable future.

Message from the Chairperson of ESG Committee

MediaTek is a propeller of innovative IC design technologies, harnessing global resources to strive for industry leadership. Every year, approximately 2 billion devices embedded with our chips are distributed worldwide, enhancing and enriching everyone's life.

While seeking steady growth, we are devoted to applying our core competencies for sustainable, collective prosperity.

Sustainable Business Operation to Guard the Environment

MediaTek is committed to powering its worldwide offices with 100% renewable energy by 2030 and achieving net-zero emissions by 2050. We focus our efforts in three areas, green design, energy conservation and carbon reduction, and responsible supply chain management. Our cutting-edge low-energy consumption product design enables consumers to mitigate their power consumption on electronic products. Moreover, MediaTek set forth inviting all colleagues to internalize environment-friendly practices into our daily lives. As part of our plan to co-create a zero-carbon homeland, MediaTek exercises its influence on its supply chain by continuously conducting greenhouse gas inventory, tracking emission data and progress on an annual basis.

Inclusive Workplace and Social Engagement

Recruiting top-notch talent from diverse backgrounds around the world is essential for establishing leadership in technology. MediaTek offers competitive compensation and benefit packages while striving to create a welcoming work environment that supports individuals, their families, and promotes an inclusive culture of diversity and equity. The goal is to ensure every employee feels valued

and empowered to excel in their respective areas of expertise. MediaTek has made a long-term investment in fostering STEM talent by providing support for basic science education. Additionally, we encourage the use of technology for social innovation, which has captured immense creative energy from communities. We believe that MediaTek can create value for the community and address the multifaceted aspects of well-being through our core competencies. Ultimately, we aim to win stakeholders' trust and achieve sustainable development.

Trust-worthy Corporate Governance

To strengthen our operational resilience, we have set out enhancing our performance on various corporate governance indicators, such as engaging with stakeholders, refining our corporate governance mechanisms, reinforcing internal control and audit, increasing information transparency, and executing improvements based on regular inspections of our Risk Management Committee. As a result of such efforts, we were once again recognized as one of the top 5% of companies listed on TWSE in the Corporate Governance Evaluation. It is an honor that underscores the hard work of our team and our commitment to further progress. Meanwhile, to deepen the value connection between MediaTek's management and shareholders, and to fulfill the commitment of sustainable management, we formulated the Executive Officer Stock Ownership Guidelines. We also continue our dividend policy of 80%-85% payout ratio for regular dividends and have been distributing a special cash dividend of NT\$16 per share for the second year consecutively. The dual-structured cash dividend, which combines both fixed and floating cash dividends, has been a first among listed companies in Taiwan. It was introduced as an approach to effectively reward shareholders for their long-term support and to showcase the confidence in our future business prospects.

Vision of Sustainability

Our corporate sustainability efforts center on six key areas: global presence, innovation, talent, corporate governance, environmental management, and community engagement. We collaborate with colleagues, partners, customers, and communities, and leverage new technologies and innovative thinking to create a thriving, sustainable future.



Rick Tsai

Rick Tsai
Vice Chairman, CEO, and
Chairperson of ESG Committee, MediaTek

聯發科技

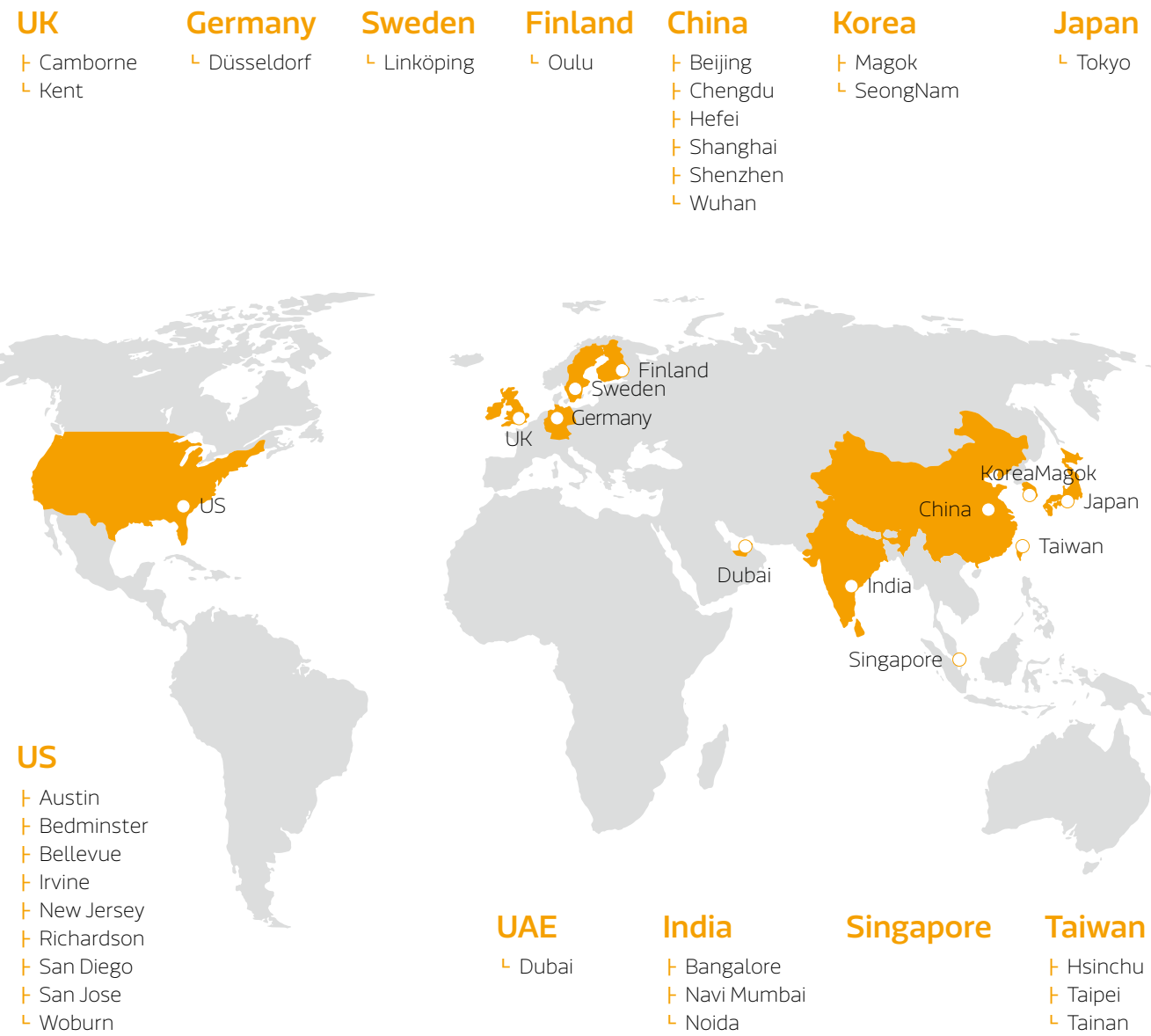
MEDIATEK

About MediaTek

Founded in 1997, MediaTek is the 5th largest fabless IC design company headquartered in Taiwan. We supply chipset solutions across platforms including smart home, 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.

Global Footprint

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



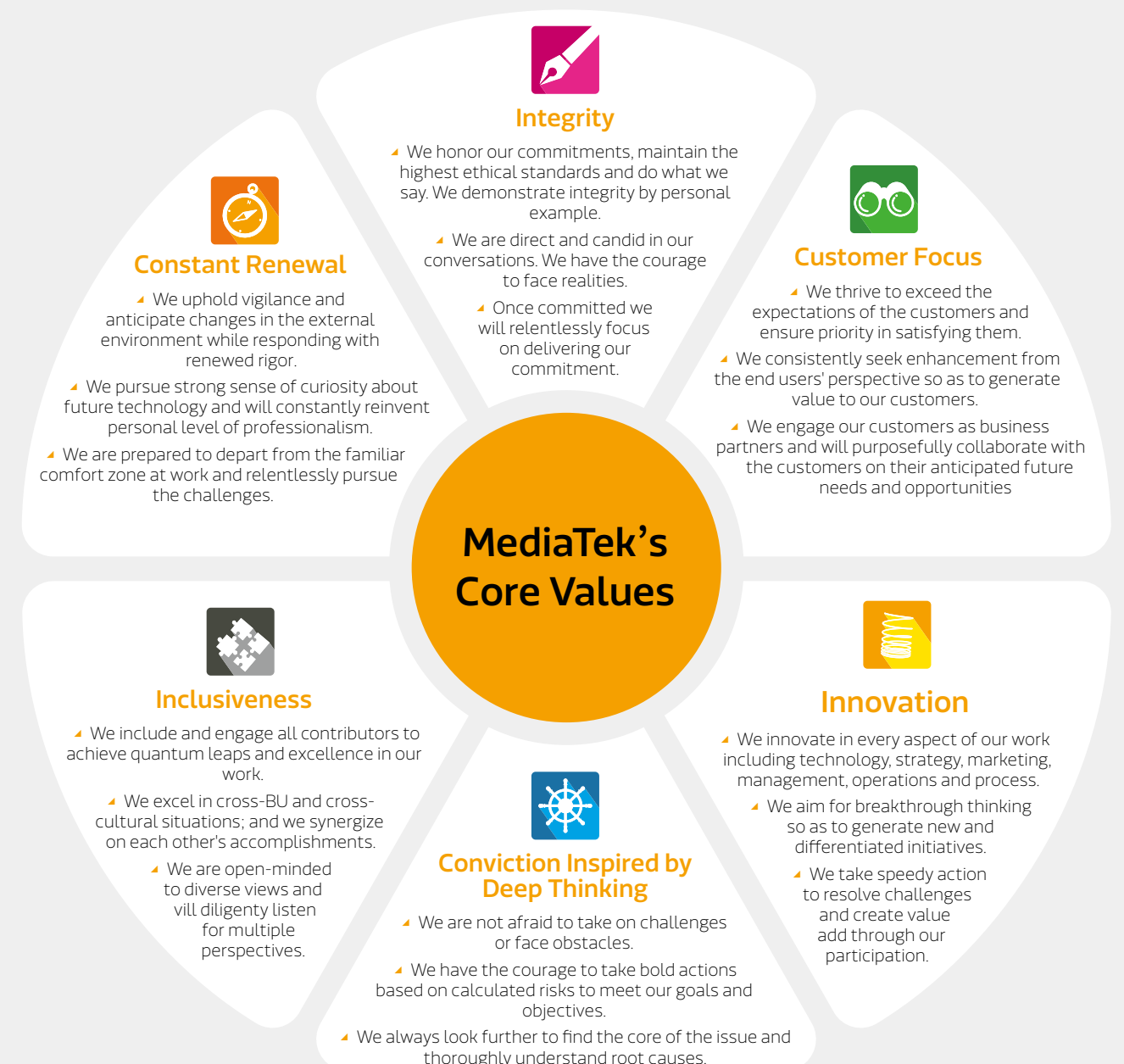
Mission, Vision and Sustainability Focuses

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

Mission | Enhance and enrich everyone’s life

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

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



ESG Committee

Organization, Strategy, and Scope



2022 Awards and Recognitions

- **Taiwan Corporate Sustainability Awards:** The Most Prestigious Sustainability Award-Top 10 Domestic Corporates, Platinum Award on Corporate Sustainability Report, People Development Award, Growth Through Innovation Award, Social Inclusion Award, Supply Chain Management Award, and Information Security Award
- **CommonWealth Magazine's Corporate Citizen Award – Large Enterprise #9**
- **Five-time Clarivate Analytics' Top 100 Global Innovators** awardee
- **Eight-time winner of Ministry of Economic Affairs' Best Taiwan Global Brands**, brand value at \$825M
- **Constituent stock of key ESG indices:** MSCI Taiwan ESG Leaders Indexes, FTSE4Good Emerging Indexes, FTSE4Good TIP Taiwan ESG Index, FTSE TWSE Taiwan 50 Index, Taiwan High Compensation 100 Index, TWSE Corporate Governance 100 Index, TWSE RA Taiwan Employment Creation 99 Index, and TIP Taiwan Environmental Sustainability 50 Index
- **Among top 3 in Institutional Investor Magazine's 2022 All-Asia Executive Team** for Most Honored Company, Best ESG, Best CEO, Best CFO, Best IR Professional, Best IR Program, and Best IR Team in semiconductor sector
- **DeviceNext Awards:** Best Flagship SOC of The Year (Dimensity 9000 series mobile SoC), Best Entry Level 5G SOC of The Year (Dimensity 700 mobile SoC), and Best Smartphone SOC for Gaming (Helio G99)
- **Annual CompassIntel Awards:** Artificial Intelligence: Chipset (Pentonic 2000 TV SoC)
- **Android Authority's Best of MWC** for super-premium 5G smartphones (Dimensity 8000 series)
- **GTI Awards - Innovative Breakthrough in Mobile Technology Award and Outstanding Award** (M80 5G modem)
- **Indian Gadget Awards: Best Mobile SoC of 2022 - Mainstream** (Dimensity 8100)
- **Jagran HiTech Awards: Editor's Choice for 2022 Smartphone Processor of the Year** (Dimensity 8100)
- **Taiwan Intellectual Property Management System (TIPS) Level-A certification**
- **Ministry of Economic Affairs' International Trade Award - Outstanding Trade Contributions**
- **Ministry of Science and Technology's Promotion of Equity in the Workplace Program - High Distinction**
- **Sports Administration's Taiwan iSports Certification** for fitness-friendly enterprises

ESG Highlights



Global Presence

Powered by MediaTek

MediaTek promotes beloved brands for consumers

As the world's fifth largest fabless semiconductor company, MediaTek leads the market in products such as mobile devices, home entertainment, wireless communication, and IoT. Approximately 2 billion devices with MediaTek chips are launched globally each year, and nearly one-third of phones use MediaTek chips. In the past 25 years, MediaTek has strived for technological innovation, leading the industry in various key technology areas, from high-performance, low-power mobile devices to automotive electronics, as well as various multimedia products such as smartphones, Chromebooks, smart TVs, wireless communication products, IoT devices, and voice assistant devices (VAD). Powered By MediaTek is a long-term brand marketing campaign to help users expand their horizons through various intelligent technologies and ultimately achieve their goals. MediaTek is committed to promoting technology products, adhering to its original brand mission, and working with vastly popular brands.



Innovation

Leadership in technology and specifications - Advancing 5G / Envisioning 6G

MediaTek has once again broken through with new technology in 5G chips, launching the high-performance, energy-efficient and low-power Dimensity 9200 flagship chip. MediaTek has released the "6G Vision Paper", proposing three key design principles: Simplicity, Optimization, and Convergence. Continuing to actively invest in the 5G field, MediaTek will work with industry, academia and research to continue to leverage integration advantages in standardizing 6G technology and promoting commercialization, accelerating digital transformation and sustainable development.



Talent

MediaTek provides technology that connects 5 billion people worldwide. The company not only focuses on technological and business development but also on the personal development of each employee. **MediaTek is my first job, where I got married, bought my first car and house, and had the opportunity to develop 5G technology.**

~ Sharing by global employees on "Portrait of MediaTek"



In 2022, MediaTek celebrated its 25th anniversary under the theme "From One to Number One". Through a series of activities, the company praised and recognized the contributions and achievements of its global workforce for the past 25 years. The theme "From One to Number One" resonated globally, demonstrating the company's drive to continually strive for excellence, and its aspiration to become a global tier-one company. We believe that every person is essential and plays an important role in the company's journey, and their stories form the core of our 25th-anniversary activities.

Through a diverse range of online and offline activities, we provided immersive online experiences, real employee sharing, and the opportunity for global employees to celebrate together. Through the "Portrait of MediaTek" event, we collected over 1,500 shares from global employees to understand the personal and family significance of working at MediaTek. Through gallery-like exhibitions and online videos, we shared our colleagues' stories with employees and external viewers. In addition, the arrangement of global online celebration activities allows employees from around the world to share memorable celebratory moments without time and space restrictions.

25 years is an important milestone. We lead the global semiconductor industry and will forever face external challenges. However, MediaTek's genes and core capabilities are to embrace challenges and courageously face the constantly changing world. Let's continue to leverage MediaTek's technology to connect the world's 8 billion people. We can change the world with technology and achieve our dreams!

~ Ming-Kai Tsai, Founder and Chairman of MediaTek 25th-anniversary global online event speech.



Corporate Governance

Corporate Governance

The Company maintained an excellent performance ranking in the top 5% of listed companies in the 2022 Corporate Governance Evaluation. In addition, in order to strengthen corporate governance and allow shareholders to fully understand the Company's operational information and share operational results with shareholders as early as possible, MediaTek announced the audited annual financial report within two months after the end of the fiscal year and held the shareholder meeting before the end of May. To strengthen the supervision function of the Audit Committee on the Company's finances, the financial reports for each quarter of 2022 were approved by the Audit Committee and submitted to the Board of Directors for discussion and resolution.

To strengthen the function of the Board of Directors, MediaTek revised its rules for "Board of Directors Self-Assessment of Performance" in 2021 to include an external performance evaluation mechanism. In 2022, an external professional independent organization was commissioned to conduct an overall external performance evaluation of the Board of Directors, and the evaluation results were also reported to the Board of Directors on October 28, 2022.



Environmental Management

Net-zero in 2050

Despite not having its own factories, MediaTek is committed to reducing greenhouse gas emissions in office buildings and leveraging its influence on suppliers in support of international green and carbon reduction initiatives. This commitment is a response to the International Energy Agency's (IEA) strong recommendation for countries and industries to achieve net-zero emissions by 2050 in order to prevent an irreversible climate crisis. In fiscal 2022, we began calculating Scope 3 greenhouse gas emissions and pledged to reduce Scope 1 and 2 emissions by 40%, and Scope 3 emissions by 25% by 2030, with 2020 as the reference year. We also committed to using 100% renewable energy in all our global offices (excluding data centers) with a steady goal to realize net-zero emissions by 2050, in line with our sustainability objectives.



Community Engagement

Establishing a Robust Foundation in Technology and Science Education for Talent Development

The STEM Course Maker Program supports and cultivates the research and application of technology courses for junior high and elementary school teachers, providing diverse incentive resources for campus practice and opening courses. In order to extend the time for change in the education field, the curriculum development project will be extended to 1+1 year support from 2022, cultivating junior high and elementary school teachers with research and development capabilities in technology courses in a two-year cycle. In 2022, 133 regular classes and 23 clubs were opened. The Science in Action Incentive Program guaranteed quotas for 40% of disadvantaged schools in remote areas. Among the 54 opening plans assisted by the curriculum development project in 2022, more than half (28) are newly established clubs or courses. In the same year, there were a total of 38 award-winning county and city Science Fairs and 13 award-winning national Science Fair. The project has now reached more than 4,000 teachers and students, assisting them to take the first step in scientific topics."



Materiality Assessments

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

Identify Stakeholders

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

Analytical Flow for Materiality

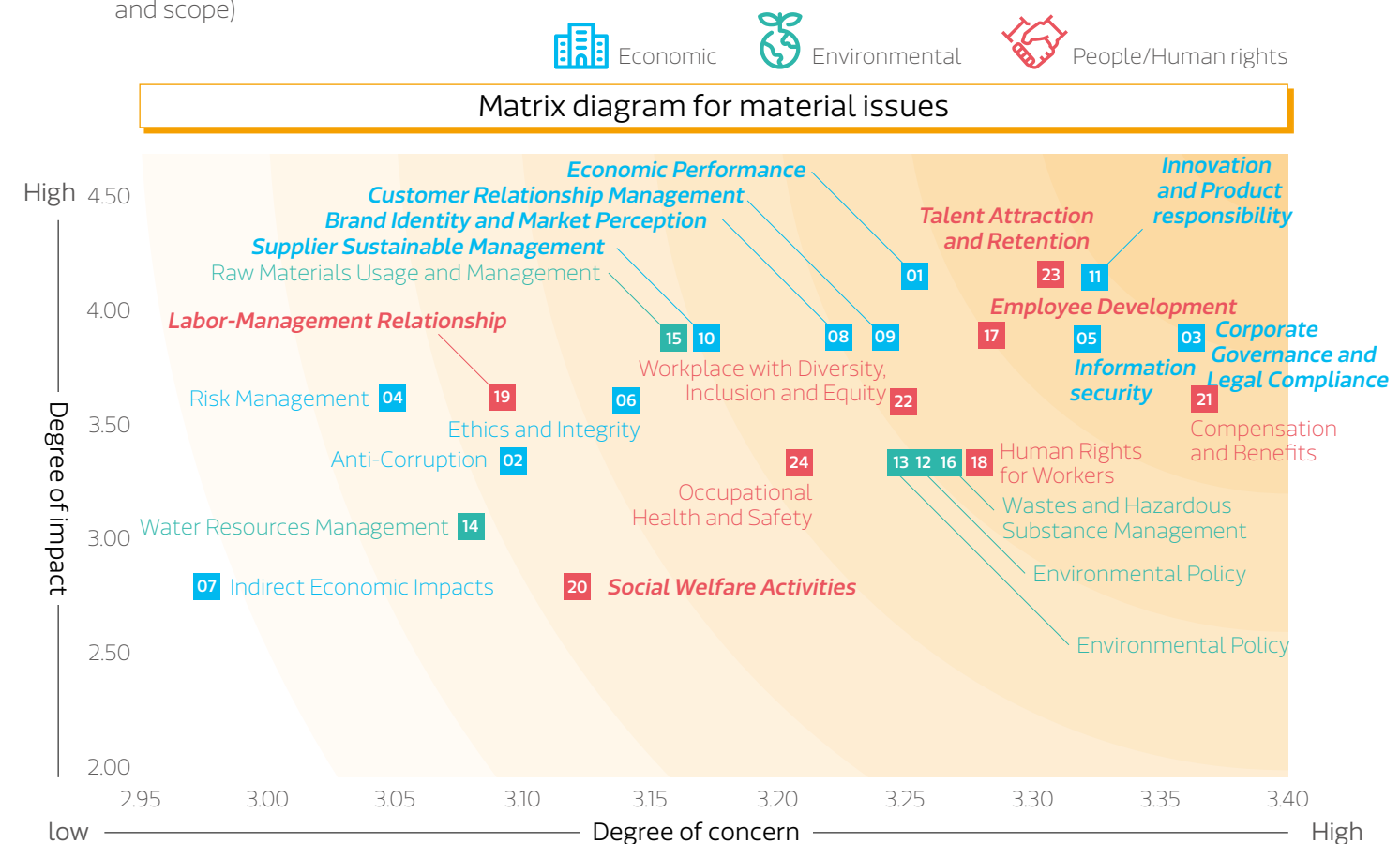
- Benchmark analysis:** Since 2018, we uphold sustainability trends that are similar to our industry peers. Information collected through major sustainability rating institutes, like DJSI, Sustainalytics, CSR Hub, showed a continuation of trend among international peers. (see p.14 of our 2018 CSR Report)
- Issue identification:** We established 24 issues based on the results of our benchmark analysis and ESG issues of concern to stakeholders, with the addition of Information Security this year.
- Sequence of material issues:** The company has put in order material issues, according to frequent communications between staffers of various units with customers, shareholders, and employees and domestic and overseas statistics and surveys, in both qualitative and quantitative terms, in the four major categories:
 - A Material Issue Survey with internal and external stakeholders (2019, 2020, 2022)
 - B Global Employee Survey (2016, 2019, 2021)
 - C Brand Survey (2018, 2019)
 - D Perception Survey of opinion leaders and the public (2017, 2020, 2022)

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

Multi-channel communication with stakeholders		2017	2018	2019	2020	2021	2022
Internal	A.1 Questionnaire survey of ranking officials and in-depth interviews			●			
	A.2. Questionnaire surveys on material issues				●	●	●
External	A2. Questionnaire surveys on material issues				●	●	●
	B. Opinion polls of global employees			●		●	
	C. Brand Survey		●	●			
	D. Perception Survey	●			●		

Note : Internal/External : For communication channels under the framework of MediaTek's daily operations, please see Stakeholder Engagement

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



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

Assessing and Ranking the Impact of Material Issues

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

Impact Assessment

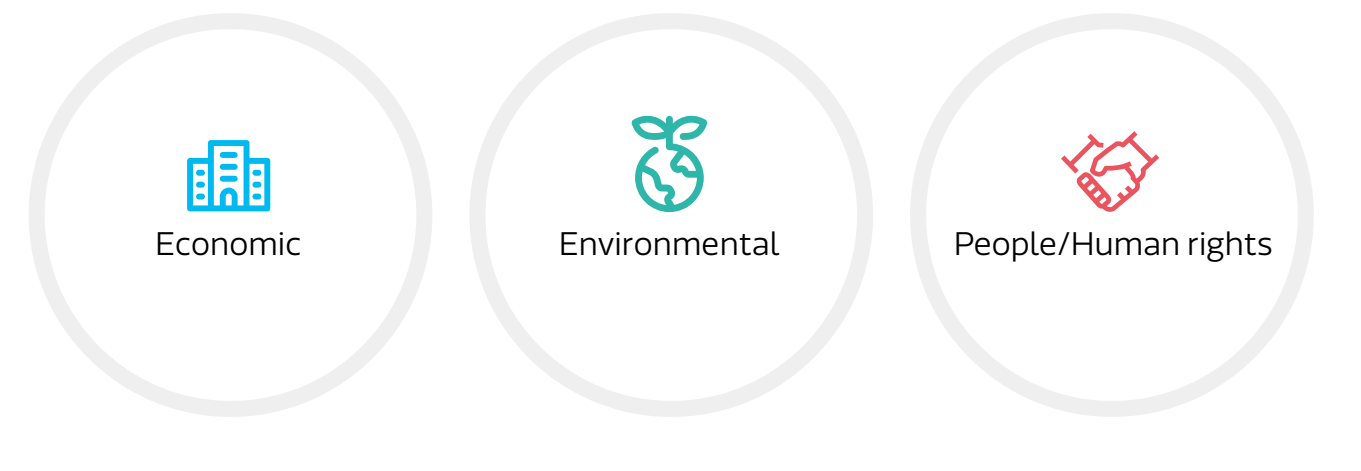
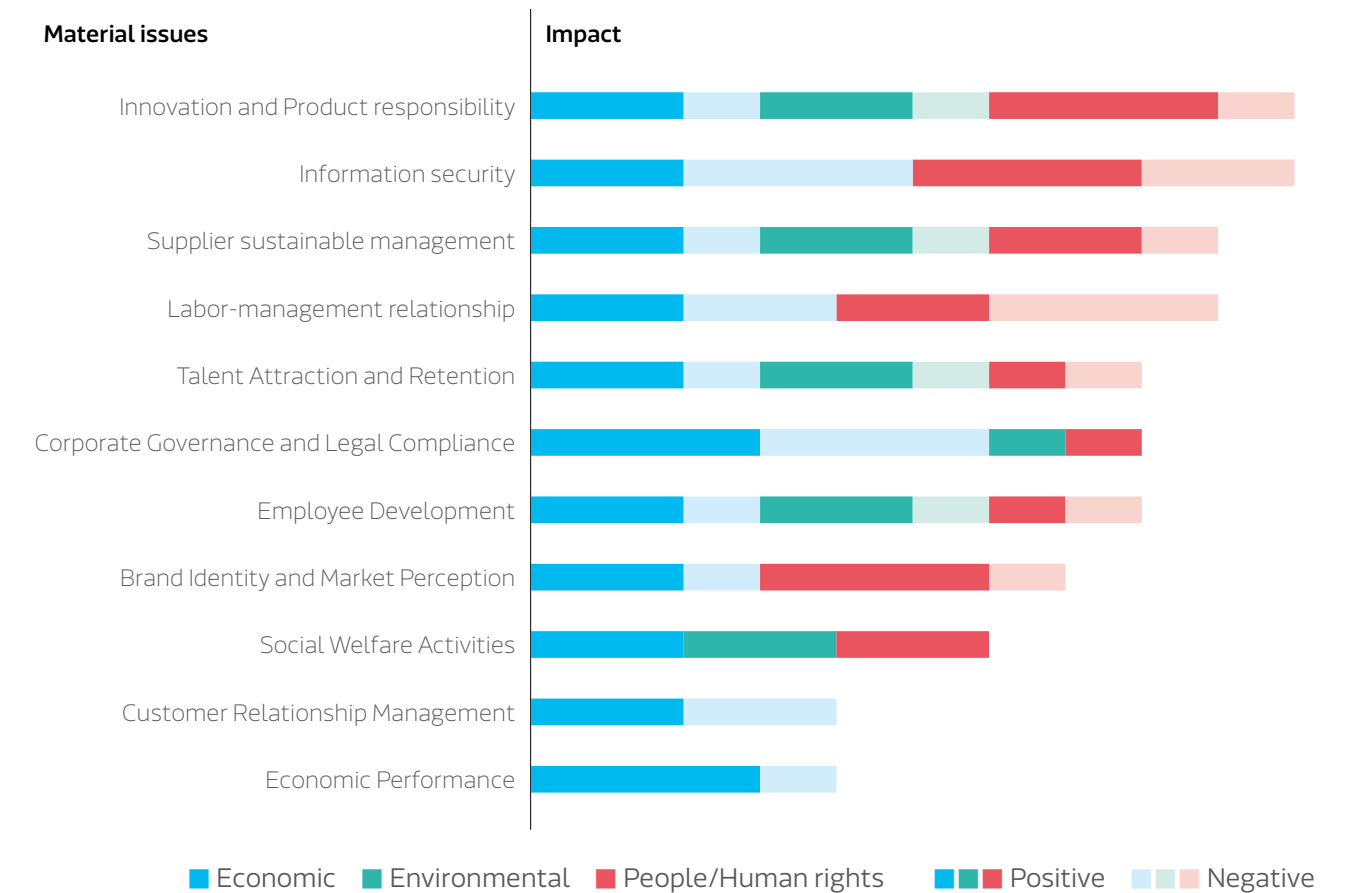
The materials issues are scored from low, moderate to high based on their impact on the economy, environment, people/human rights. Likelihood of occurrence is categorized into low, moderate, high and existing. The results of assessment and summary done by each working group are as follows :

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

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

Impact Quantifying and Ranking

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



Material Issues value chain and scope

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

Material issues	Specific topics under GRI standards	Response to SDGs	Report contents	Scope of impacts on value chain			
				R&D and design	Contracted by customers	Manufacturing by suppliers	End use
Innovation and product responsibility	Non-GRI Material Topic	SDG 1, SDG 8, SDG 9, SDG 12	2 Innovation	●	●	●	●
Customer Relationship Management	Non-GRI Material Topic	SDG 8, SDG 17	1 Global Presence		●		
Brand identity and market perception	Non-GRI Material Topic	-	1 Global Presence	●	●		●
Information security	Non-GRI Material Topic	-	4.6 Information Security	●	●	●	●
Economic Performance	GRI 201: Economic Performance 2016	-	4.2 Finance Performance	●	●	●	●
Corporate Governance and Legal Compliance	GRI 2: General Disclosures 2021	SDG 8	4 Corporate Governance	●		●	
Talent Attraction and Retention	GRI 401: Employment 2016	SDG 8, SDG 10	3.2 Talent attraction and retention	●			
Employee Development	GRI 404: Training and Education 2016	SDG 4, SDG 5	3.3 Employee Development	●			
Social Welfare Activities	Non-GRI Material Topic	SDG 4, SDG 8, SDG 9, SDG 17	6 Community Engagement		●		●
Labor-management relationship	Non-GRI Material Topic	SDG 8	3.4 Employee Experience	●			
Supplier sustainable management	GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment	SDG 8, SDG 13	5.1 Responsible Supply Chain Management			●	

Category of impact: Direct impact ● Indirect impact ●

ESG Strategy and Material Issues Management

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



Corresponding material issues: Innovation and product responsibility

Innovation

Strategic issues and significance there to the Company :

- ▲ We strive to empower people from all corners of the world with digital opportunities that may enhance and enrich their lives.

Stakeholders: Customers, shareholders and investors, employees

Responsive Measures for Material Issues-Related Impact:

- ▲ Provide innovative products to meet consumers' needs.
- ▲ Communication and connectivity: Roll out cutting-edge products in 5G, Wi-Fi 7, etc. alongside the world's leading group and contribute to technical standards
- ▲ Computing and AI: Leveraging robust edge computing capabilities, AI algorithms, and software tools, MediaTek delves into various product arenas including smart homes, wearables, smartphones, and other connected devices.

Short-term goal:

- ▲ Invest at least NT\$50 billion as R&D expenditure each year.

Mid- and long-term goals:

- ▲ Achieve technological leadership in important fields, win the market, and provide differentiation in technology, functions and services, and create value, in order to achieve sustainable and robust growth.

Progress and Results in 2022:

- ▲ MediaTek committed NT\$11.68 billion towards innovation and research & development.
- ▲ Every year, MediaTek powers approximately 2 billion end devices, enriching the lives of individuals worldwide.
- ▲ Through technological innovation and breakthroughs in high performance, energy efficiency, and low power consumption, MediaTek has introduced the flagship 5G SoC - Dimensity 9200 mobile chip. This development enables superior user experiences for consumers, amplifying MediaTek's industry influence in the global market.
- ▲ MediaTek released the "6G Vision White Paper" that outlined MediaTek's 6G Vision, its key drivers, technology enablers and timeline to commercialization.


Corresponding material issues: Social Welfare Activities

Community Engagement

Strategic issues and significance there to the Company :

This is one of the primary focuses of interest for many of our external stakeholders.

In addition to technological innovation, we enable and support using technology to make positive social impact. In recent years, we have increased our social participation and created value by promoting digital social innovation and by promoting STEM education for elementary and junior high school students.

 **Stakeholders:** Government, industry, university & institute, and general public

Responsive Measures for Material Issues-Related Impact:

- Organize “Genius for Home Digital Social Innovation Competition”, encouraging participants to leverage technology to create positive changes in our communities
- Execute the STEM Course Maker Program, nurturing talent by facilitating the dissemination of programming and science education
- Collaborate with universities to support advanced research and higher education
- Support fine arts, cultural and educational activities

Short-term goal:

- Organize social innovation competition, soliciting ideas and proposals, while strengthening external communication

Mid- and long-term goals:

- Encourage the implementation of projects, track results, and enhance public understanding of MediaTek’s effort in joint value creation

Progress and Results in 2022:

- Genius for Home has successfully taken place for five consecutive years, attracting a total of 7,559 participants. Over 1,800 proposals were submitted across 22 counties and cities in Taiwan, covering various fields such as economy, citizen involvement, environmental protection, healthcare, education, culture, as well as information technology.
- 24 teams that won in the previous years have been included in a post-competition program that provides follow-up support.

Corresponding material issues: Talent Attraction and Retention Talent Cultivation

Talent recruitment and retention

Strategic issues and significance there to the Company :

- To keep pace with rapidly evolving technology and the Company’s expanding business operations, the Company is taking a proactive approach to attracting top talent. This includes assessing the competencies required for various positions, so the Company can identify experts who meet its standards. Once hired, the Company is committed to providing comprehensive training and support to set employees up for success. Meanwhile, the Company is fostering an inclusive and innovative workplace that allows employees to leverage their strengths, reach their full potential, and contribute to its sustainable growth journey.

 **Stakeholders:** Employees

Responsive Measures for Material Issues-Related Impact:

- The Company’s expertise in technology is leading the others in the same industry, so as to provide a challenging and innovative environment to attract talents.
- Provide the remuneration better than the pay level adopted by peers in the same industry.
- Apply innovative and diversified recruitment channels and measures to seek adequate talents
- Provide diversified training and development opportunities to satisfy the employees’ and organization’s development needs to establish a fair, reasonable and sustainable overall remuneration mechanism; encourage talents to exercise their expertise to build an inclusive and respectful workplace; look after employees’ physical and mental health and an excellent and build a healthy working environment providing employee-orientated flexible benefit programs.

Short-term goal:

- The talents’ quality meets the Company’s current needs to provide sufficient professional output and enable the Company to become competitive in the industry.

Mid- and long-term goals:

- Continue to invest in the talent recruitment and development mechanism, coupled with competitive salary and benefits to meet the momentum required by the Company’s development.

Progress and Results in 2022:

- In 2022, regarding the “Average and Median Salaries to Non-Executive Permanent Employees” submitted to the Taiwan Stock Exchange for 2022. MediaTek’s amounts were NTD \$4.867 million and NTD \$3.747 million, respectively.
- Continue to deploy future technology talents, strengthen the connection of industry and university, and work with universities to launch the “IC Design Program”; by the end of 2022, it has trained more than 3,000 students.

Note: The non-executive permanent employees refer to the full-time employees other than Board members and the management team.

Corresponding material issues: Brand identity and market perception Customer Relationship Management

Customer Relationship Management, Market Image and Brand Value

Strategic issues and significance there to the Company:

- Among the Company’s three major goals, the third one is to lay the Company’s outstanding world-class status and make the Company become a highly admired company which may demonstrate its strategic influence on the global stage.

 **Stakeholders:** Customers, government, industry, university & institute, the public, end consumers and media

Responsive Measures for Material Issues-Related Impact:

- The Company reviews its management based on the sales forecast and number of active projects regularly, and also continues to verify customers’ internal organizational structure, focus and practices, in order to increase the in-depth understanding in customers and also good impression to customers.

Customer Relationship Management

Short-term goal:

- Increase orders, continue to improve the business scale and economic effects.

Mid- and long-term goals:

- Continuously engage with global clients, increase MediaTek’s influence over the industry and leading the industry forward

Progress and Results in 2022:

- Verify the customers’ satisfaction by the methods, such as visits, number of active projects, and Q&A.
- In response to the travel restrictions imposed by various countries against the COVID-19 and also the turmoil in the industry’s environment, the Company makes full use of the local customer support teams and video conferencing.
- Mediatek continues to develop the major global markets, including Europe, the USA, China, Asia, Africa and Australia.

Market Image and Brand Value

Short-term goal:

- Increase the brand value and corporate identity by 10%

Mid- and long-term goals:

- Increase the brand value and corporate identity by 30%

Progress and Results in 2022:

- The only Taiwan-based company as elected by the IEEE International Solid State Circuit Conference (ISSCC) for 20 consecutive years.
- Won the “Best Taiwan Global Brands” award by Interbrand for straight eight years, with the brand value amounting to NT\$825 million in 2022, i.e. the growth range by about 40%, as the 1st place among enterprises.

Corresponding material issues: Corporate Governance and Legal Compliance

Corporate Governance, Information Security and Economic Performance

Strategic issues and significance there to the Company:

- Adhering to the applicable laws and regulations and social responsibilities of the operating locations, establishing a good corporate governance system, and implementing information security management to achieve the committed economic performance through our main business, leading the enterprise to continuously achieve the goal of sustainable development.

Stakeholders: Investors, employees, government, industry, university & institute, and media

Responsive Measures for Material Issues-Related Impact:

- Corporate Governance and Legal Compliance:** In addition to continuously improving our corporate governance, such as incorporating external performance evaluation mechanisms into the Board of Directors and strengthening the Audit Committee's supervisory role over the Company's finances, each functional committee effectively performs its tasks and regularly reports to the Board of Directors, with the sustainable development being the highest goal of corporate operations.
- Information security:** In 2022, MediaTek received the TCSA for Information Security Leadership and passed the ISO 27001 certification. The company continues to strengthen its information security protection through methods such as red team assessment. In addition, MediaTek proactively enhances product security by implementing an open-source third-party software audit process and improving the efficiency of handling product security incidents. In terms of intellectual property management, the company has formulated an intellectual property management plan linked to operational goals and regularly reports to the board of directors. In addition to its own efforts in information security, MediaTek extends its information security management to suppliers, holding Mediatek Supplier Security Forums to enhance the information security for the MediaTek supply chain.
- Economic Performance:** Continue to invest in the key technology, develop the global market opportunities, analyze the market trends, monitor the global economic and political situation and implement the responsive measures accordingly.

Corporate Governance

Short-term goal:

- Enforce legal compliance to ensure no material violation of laws.
- Maintain the Company's Corporate Governance Evaluation result within the top 5% of listed companies.
- Include external performance evaluation mechanisms in the Board performance assessment.

Mid- and long-term goals:

- Improve the operations of the Board of Directors and functional committees to perfect the functions of the Board of Directors.

Progress and Results in 2022:

- In order to strengthen corporate governance and improve shareholders' equity, the Company formulated a specific dividend policy and disclosed the relevant information in the annual report.
- The 9th (2022) Corporate Governance Evaluation result maintained a ranking in the top 5% among listed companies.

Information security

Short-term goal:

- Automate the asset compliance reports, establish a SOC Automation mechanism, and process and follow up related information security incidents via the information security ticket system.
- Extend the information security management to the cloud environment and supply chain, in order to improve the corporate information security compliance.
- All product lines have completed the implementation of open source third-party software registration/review/ scanning/patching procedures, so as to mitigate the risk over the vulnerabilities in the open source third-party software security.
- Manage the security incidents reported by the whole entire product lines centrally and practice the bug tracking and fixing effectively.

Mid- and long-term goals:

- Establish the software automated security fuzzing technology to continue improving the information security detection ability.
- Establish a software bill of materials (SBOM) system mechanism to control the information about the composition/ version/source/vulnerability of the software contents, in order to satisfy the demand for compliance with high security strength requirements.
- Analyze the reported information on product security vulnerabilities, improve the efficiency of the current product development process, and continue to elevate product security and quality.

Progress and Results in 2022:

- Won 1st place in TCSA for Information Security Leadership in 2022.
- Received the ISO27001 information security management certification to build a comprehensive corporate information security defense network.
- In 2022, the Company implemented the open-source third-party software review process, and established the "Product Safety Incident Reporting Management System 2.0" to improve the product security incident handling efficiency.
- Continued to pass the Taiwan Intellectual Property Management System (TIPS) level-A certification in November 2022.
- Organized 1st MediaTek Supplier Information Security Forum in December 2022, in order to build the sound MediaTek supply chain information secure environment.

Economic Performance

Short-term goal:

- Execute the leading technology strategy precisely and launch the complete and highly competitive product line to serve the global customers

Mid- and long-term goals:

- Focus on creating product value, maintaining profitability, sharing profit with shareholders, and creating long-term shareholder value.

Progress and Results in 2022:

- The turnover increased by 11.2% compared to the previous year. Additionally, there was a year-over-year increase of 17.35% in operating income and a 2.42% increase in consolidated gross margin.

Corresponding material issues: Labor-management relationship

Diverse Communication Channels

Strategic issues and significance there to the Company :

- To generate good employee experience, the Company has established real-time and two-way communication channel to accurately and quickly convey company information to employees, as well as listening and responding to employee opinion. Such consolidation of mutual expectation and thoughts shall enable the establishment of sustainable and steady labor-management relationship. Only by providing diversified and innovative engagement channels and environments, the Company may improve the satisfaction with employee experience.
- To foster a positive business environment, we have reinforced our external communication to establish corporate reputation, enhance brand awareness and trust, shape public policies favorable to MediaTek's global business, and create win-win situations with external parties.

Stakeholders: Employees, government, industry, university & institute, and media

Responsive Measures for Material Issues-Related Impact:

Internal engagement

- Promote MediaTek Group Communication Guidelines and advocates for the 5C Model to ensure effective cross-regional and cross-language team communication. Diverse online and offline engagement channels are used to enable two-way engagement between employees and the company, promoting mutual understanding and effective communication. Regular investigation of employee feedback, response to survey results, and implementation of improvements demonstrate the company's commitment to ongoing growth and development.

External Communication

- Establish effective two-way communication channels to remove barriers for corporate operations and enhance external business environment
- Take part in policy-making to enhance business performance
- Manage policy projects related to the Company and engage directly with policymakers and government officers to shape public and political dialogue.
- Develop and lead long-term and immediate public policy strategies that support the Company's global business objectives and drive favorable policy and regulatory outcomes.
- Based on results of the Perception Survey, identify topics of communication, convey corporate brand messages, maintain media relations, proactively participate in public affairs, and actively handle crises and risks

Short-term goal:

- Internal engagement: Practice the MediaTek Group Communication Guidelines and via a diverse set of engagement channels, disseminate effectively the Company's goals and policies, and gather and respond to the thoughts and recommendations of employees in a timely manner.
- External Communication: Boost corporate brand awareness

Mid- and long-term goals:

- Internal engagement: Conduct employee survey regularly. Subject to the investigation feedback and expectations, the Company forms an optimization team to execute the improvement planning and practice it specifically to improve employees' satisfaction and also continues the online and offline engagement channels to promote and practice the Company's future goals effectively.
- External Communication: Increase preference for and trust in the company

Progress and Results in 2022:

- Organize the manager communication meeting and labor-management meeting on a quarterly basis.
- Increase the AI chatbot services, provide colleagues information including HR, legal affairs and IP information 24/7
- Subject to the global managers' functions, promote 360 ° Feedback, for which the global employees' participation rate reaching 86%.
- Perform the global employee survey once per two years, attended by more than 13,200 colleagues, and the 92% survey indicators leading the global high-tech industry's average value. The next survey cycle is scheduled in 2023.
- Communicated and worked with government agencies, industry partners, academic institutions, and research bodies to establish mutual trust
- Participated in, partnered with, and sponsored various welfare and research activities
- Communicated with the public through media channels on our brand vision, technology and product offerings, and corporate news

Corresponding material issues: Innovation and product responsibility Supplier sustainable management

Responsible Products and Energy Conservation & Carbon Reduction

Strategic issues and significance there to the Company :

As a fabless company, our primary focus is on carbon reduction initiatives within our office space. In addition, we strive to enhance energy efficiency of our products in use and in the manufacturing processes, extending our commitment to sustainability beyond our office premises.

Stakeholders: Consumers

Responsive Measures for Material Issues-Related Impact:

- We remain committed to green design principles and responding proactively to both domestic and international environmental protection and carbon reduction initiatives. Additionally, we leverage our influence over our suppliers to further extend our sustainability efforts.

Short-term goal:

- For product innovation and design, the Company aims to keep practicing green design thinking and improving product energy efficiency, works with the supply chain to reduce carbon intensity by 2% each year, and advocates the early use of, or increase in the proportion of, renewable energy, and communicates with outsiders proactively.

Mid- and long-term goals:

- 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.

Progress and Results in 2022:

- In response to the global net zero emissions initiative, the Company announced that it will achieve net zero greenhouse gas emissions by 2050 through green design, energy efficiency, carbon reduction and supply chain sustainability management. We aim to reduce our GHG emissions in Scope 1 and Scope 2 by 40% and Scope 3 by 25% by 2030, compared with base year 2020.
- With respect to main products, the energy consumption rate was reduced by 10% in 2022 from 2021, with the volume reduced by 5%, equivalent to the waste weighing 12,000 kg.
- Continue to demand that suppliers should set a goal for carbon intensity reduction by 2% per year and promote the use of renewable energy, and achieve the annual carbon reduction targets for two consecutive years.
- The Company established the first private rooftop solar power system in Hsinchu Science Park in 2021, and expanded to three in 2022. In 2022, the electricity output was about 177,000 kWh, with the carbon reduction by about 89 metric tons of CO₂e. The Company will continue to plan the fourth solar power system in 2023.
- Continue to demand that all key suppliers should implement the ISO 14064-1 verification; among the other things, 70% of key suppliers have passed the climate change risk assessment.

Stakeholder Engagement

Customers

Importance to MediaTek: We uphold the customer-orientation spirit when developing various products and services, and use the best effort to help customers get success. Customers refer to the basis for sustainable management of core profession.

Sustainability Focus:

- Brand identity and market perception
- Maintenance of customer relationship
- Customer products and innovation

Engagement method / Engagement frequency:

- In response to the travel restrictions imposed by various countries against the COVID-19, the Company makes full use of the local customer support teams and video conferencing to organize multiple online summits and product launch meetings to reflect the brand positioning and commitment via diversified engagement channels. (Per the need for the project schedule)
- Pay visits and communicate via phone and email through the global customers' supporting system(Routine engagement)
- Customer complaint processing channel(Instant resolution)

Response and action:

- Communicate the new market image and brand value via diversified channels
- Communicate for multiple aspects in a systematic manner, think as customers, and solve customers' problems effectively
- Research and develop products that satisfy the local demand

Government, industry, university & institute

Importance to MediaTek: MediaTek considers governments, industrial associations, research bodies and think tanks as crucial stakeholders. We prioritize responding to regulatory requirements of host governments and collaborating with them on fostering a positive business environment.

Sustainability Focus:

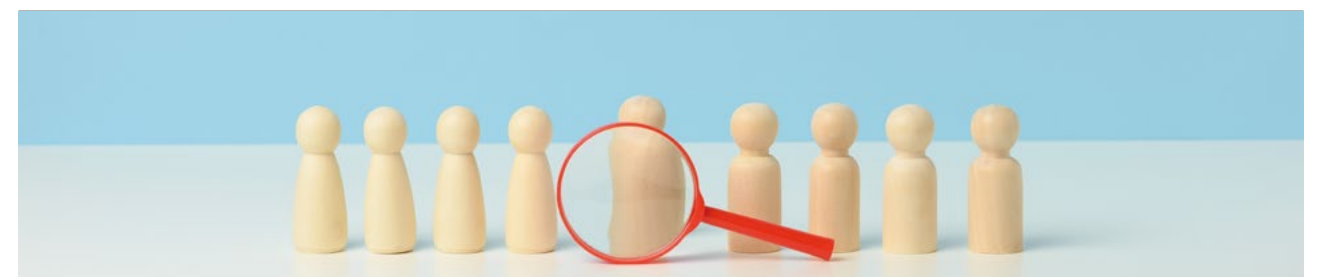
- Industry policies and business environment: taxation, talent, and market competition
- Assessment on the impact on business operation
- Consultation about corporate governance and compliance
- Senior talent training

Engagement method / Engagement frequency:

- Collection of international laws and regulations, and compliance(Instant resolution)
- Collection, consultation, engagement and compliance of the central government laws and regulations (In response to the timetable for establishment of laws and regulations)
- Project meetings, including but not limited to exchanges of ideas on industry policies with governmental authorities (According to project schedule)

Response and action:

- Proactively respond to inquiries about laws and regulations enacted by governments and business environment, with the aim of improving the overall business environment
- Increase the involvement in campus and work with universities to launch the innovative planning about "IC Design Program," strengthen the connection of industry and university, and deploy future talents in advance; by the end of 2022, more than 3,000 students have already attended the Program.



Employees

Importance to MediaTek: As a fabless IC design company, employees are the most important assets of MediaTek. The innovation and efforts of global talents in IC design enable MediaTek to become the company owning the technology leading in the world.

Sustainability Focus:

- ▶ Talent attraction and retention, including compensation, employee care and welfare
- ▶ Talent development and promotion
- ▶ Build a diverse and inclusive workplace

Engagement method / Engagement frequency:

- ▶ Labor-management meetings (Convened on a quarterly basis)
- ▶ Global communication meetings of different levels (Convened on a monthly basis)
- ▶ Global Employee Survey (Convened for once per two years)
- ▶ Employee suggestion box (Instant resolution)
- ▶ Employee complaint box (Instant resolution)
- ▶ Sexual harassment complaint mailbox (Instant resolution)
- ▶ Internal AI Chatbot (Instant resolution)

Response and action:

- ▶ Establish the overall compensation strategy with industry competitiveness and provide diversified benefit plans
- ▶ Provide fair employment and development opportunities, and a safe and friendly working environment
- ▶ Disclose job vacancies in various departments to the public and implement the internal transfer and development of talents; already complete the transfer of more than one hundred colleagues so far, and internal transfer completed successfully within 4 months upon successful application.

Shareholders and investors

Importance to MediaTek: Shareholders and investors are the facilitator of MediaTek. Capital investment and participation in corporate governance make MediaTek go further on the way to sustainable development.

Sustainability Focus:

- ▶ Economic Performance
- ▶ Corporate Governance and Legal Compliance

Engagement method / Engagement frequency:

- ▶ Annual General Meeting (Convened on a yearly basis)
- ▶ Quarterly investor conference (Convened on a quarterly basis)
- ▶ Domestic and overseas forums and roadshows (More than 25 rounds per year, subject to the circumstances)
- ▶ Interviews with institutional investors (About 300 rounds per year, subject to the circumstances)

Response and action:

- ▶ The operating income grew by 17.35% in 2022 from the previous year.
- ▶ The suggestions accepted through interaction with investors will serve as the important reference for future development strategies.
- ▶ More than 25 domestic and overseas forums and roadshows have been organized. The Company has also interviewed with institutional investors for more than 300 rounds. There are more than 8,000 global investors receiving services throughout the year.

Suppliers

Importance to MediaTek: Suppliers are the best partners who provide excellent products and services for MediaTek. Based on the cooperative relationship of mutual trust, either party may give a hand when the other party has any difficulty. MediaTek will grow together with suppliers.

Main engagement issues:

- ▶ Sustainable supply chain management

Engagement method / Engagement frequency:

- ▶ Supplier conference (Convened on a yearly basis)
- ▶ Complaint mailbox (Conduct the audit per year)
- ▶ Audit on suppliers (Instant resolution)

Response and action:

- ▶ The "MediaTek Best Sustainability Partner Supplier Award" is conferred in order to praise and encourage the Best sustainability partner suppliers at the supplier conference.
- ▶ Continue to demand that suppliers should set a goal for carbon intensity by 2% per year and promote the use of renewable energy.
- ▶ Continue to demand that all key suppliers should implement the ISO 14064-1 verification; among the other things, 70% of the suppliers have passed the climate change risk assessment on key suppliers.

General public, Consumers & Media

Importance to MediaTek: The public is MediaTek's partner in enhancing and enriching everyone's life. We identify areas that require assistance and partner with communities, the media, and NPOs to fulfill our responsibilities as a corporate citizen.

Sustainability Focus:

- ▶ Corporate vision and business operation
- ▶ Brand identity and market perception
- ▶ Technological innovation and R&D investment

Engagement method:

- ▶ Media events, news releases, media interviews (Constant)
- ▶ TWSE Market Observation Post System (Immediate)
- ▶ Corporate website and social media (Constant)

Response and action:

- ▶ Introduce cutting-edge products that power approximately 2 billion devices every year, making technological innovation accessible and bringing a better lifestyle to individuals around the world
- ▶ Promote digital opportunities and facilitate the widespread adoption of technology with the brand concept of inclusive technology
- ▶ Share updates on its product features, technological breakthroughs, social participation, and sustainability efforts through owned and earned media channels to enhance corporate brand image and market perception

Sustainability Focus:

- ▶ Community engagement

Engagement method:

- ▶ Expanded social participation (According to project schedule)
- ▶ Project website (Constant)

Response and action:

- ▶ Since 2018, MediaTek has been hosting "Genius for Home Digital Social Innovation Competition" to advocate care for hometowns. The competition has received over 1,800 proposals, covering 86% of townships and districts across Taiwan.

Sustainability Focus:

- ▶ Nourishing STEM talent

Engagement method:

- ▶ Become the backing of technology talent cultivation, dive into front-line teachers' teaching scenes, assess teaching needs and assist with solutions. (From time to time)
- ▶ Through workshops, online interviews, physical visits, and publishing messages on the foundation's fan page. (From time to time)

Response and action:

- ▶ Since 2021, we have been conducting the STEM Course Maker Program with the aim of cultivating technology education instructors for primary and secondary schools.



Chapter

01

Global Presence

- 1.1 Brand Vision
- 1.2 Customer Services

8 DECENT WORK AND ECONOMIC GROWTH

17 PARTNERSHIPS FOR THE GOALS

Chapter 01

Global Presence

MediaTek aspires to lead and operates with a global mindset.

ESG Highlights

2

billion

About 2 billion end products with built-in MediaTek chips are launched in the world each year.

800

million participants

The “Incredible In, Incredible Out” plan promoted globally has enrolled about 800 million participants.

4th

place

Taiwan Global Brand Value 4th place.

- 📍 The global brand value increased by about 40%.
- 📍 Named Clarivate Analytics “Top 100 Global Innovators”
- 📍 Develop the first Wi-Fi 7 wireless access platform in the world

1.1 Brand Vision



Material issue: 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.



Goals

Short-term

- ▶ **Market image:** Adjust the key points of marketing planning, improve the exposure and accuracy of online information, and strengthen the planning and execution of projects in focus areas based on external opinions.
- ▶ **Brand value:** Use the best effort to increase the brand value and corporate identity by 10%, making the brand value increased by 39% in 2022 from 2021 (Interbrand).

Mid- and long-term

- ▶ **Brand value:** Increase the brand value and corporate identity by 30%

Responsibility

- ▶ **Responsible unit:** Sales and Marketing



Management approach

Communication channels

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

Evaluation mechanism

- ▶ Evaluation of global branding results



Achievements

- ▶ Won "The Most Prestigious Sustainability Award - Top 10 Domestic Corporations", "People Development Leadership Award", "Growth through Innovation Leadership Award", "Social Inclusion Leadership Award," "Information Security Leadership Award" and "Corporate Sustainability Report Award-Platinum" in the Taiwan Corporate Sustainability Awards (TSCA) hosted by the Taiwan Institute for Sustainable Energy.
- ▶ Won the "Best Taiwan Global Brands" award by Interbrand, with the brand value amounting to NT\$825 million in 2022, i.e. the growth range by about 40% from 2021, as the most influential semiconductor company in Taiwan for eight consecutive years.
- ▶ MediaTek is the only Taiwan-based semiconductor company with papers selected by IEEE International Solid-State Circuits Conference (ISSCC) for 19 consecutive years.
- ▶ Named Clarivate Analytics "Top 100 Global Innovators"

1.1.1 Branding

Advanced promotional campaign for "Powering the Brands You Love"

MediaTek powers the most well-known brands around the world including smartphones, TVs, and voice assistant Chromebooks, and Wi-Fi connected products. MediaTek powers the brands consumers love, and together we make top notch technology available to everyone, enriching and enhancing everyday life.

MediaTek continually expands our sponsorship and partnership with global tech-savvy key influencers on the social media and works with life-style key influencers to promote the "Powering the Brands You Love" campaign, presenting the products fueled by MediaTek chips from world-class manufactures and making the fact that MediaTek powers approximately 2 billion end devices annually known to the public.

Introduction of the "Incredible In, Incredible Out" plan

MediaTek has launched the "Incredible In, Incredible Out" plan, emphasizing that user experience depends on the inside of each device, to present MediaTek's innovative, high-performing and richly-featured solutions in driving variety of devices and further delivering unique user experience.

The "Incredible In, Incredible Out" campaign has reached 800 million people globally, and attracted 3 million visits of MediaTek's website, 55 million views of the product pages, and 60 million views of product videos.


Activate the "Chasing Incredibles" project to support production of ESG contents.

The Dimensity 9000 series flagship chip is a milestone of innovation - a rise to incredible - built to power only the highest-end 5G smartphones around the world. As a leading brand in high-tech R&D, MediaTek worked with the Discovery, which is good at telling stories with images, to activate the "Chasing Incredibles" project. In 2022, the Discovery Channel video creators carried the mobile phones equipped with Dimensity flagship chips with them across China, Mexico and Singapore, etc. to work under various extreme conditions and use the mobile phones to record the local cultural and artistic regimes to capture unforgettable stories. By virtue of the professional director's opening shot and narration, the audience realized how MediaTek applies the latest technology to make smart phones become the best partner for creation of videos and also build incomparable user experience.

MediaTek continues to work with Discovery to promote the project for season 2, based on the theme "Chasing Biodiversity," for utilization of the mobile phone equipped with the latest Dimensity flagship chip to shoot precious ecological hotspot stories and also record the conservation process. MediaTek calls for the environmental sustainability with images, appeals the preservation of ecology and conservation of the world's precious wild animals, and continues to strive for environmental sustainability issues.


1.1.2 Product innovation

MediaTek has made ongoing developments across a wide range of technologies, establishing and maintaining a leading position across markets. Our technology expertise encompasses:




Leading Connectivity

Wi-Fi 6/6E, latest WiFi 7 technology, 2G-5G (including mmWave) and NB-IoT cellular, Bluetooth 5.x, GNSS, all with proven connectivity technologies that are power efficient, 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 our industry-leading branded technologies including MiraVision display-enhancing technologies, ImagiQ videography, HyperEngine gaming optimization engine, 5G UltraSave power-saving technology, and more.

■ The power force joining the Dimensity 5G System Family - Dimensity 9200 Flagship Mobile Chipset opens a new chapter for the flagship products

Dimensity 5G flagship mobile chipset is a milestone on the MediaTek's way to innovation, which opens a new chapter for the flagship mobile market with the disruptive experience in flagship products. Relying on the technological innovation and breakthrough, such as high performance, high energy efficiency and low power consumption, the Dimensity 9200 5G mobile chipset for the mobile market, allowing consumers to experience the user experience in full-speed cooling and build the brand new flagship 5G SoC in the mobile market. Dimensity 9200 applies the advanced technology empowerment mobile terminals to create profession-level images and immersive gaming experience. It supports Sub-6GHz and millimeter wave 5G networks, and the upcoming high-speed Wi-Fi 7 network, to promote the global mobile experience upgrading.

In 2022, MediaTek has unveiled a series of Dimensity 5G SoC products, including Dimensity 930, 1050, 1080, 8200 and 9200, 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, with which device makers can devise much more differentiated products for cameras, displays, graphics, AI processing units, sensors, and connectivity sub-systems, in order to give the closer-to-metal access to open resources to the world-renowned smartphone device makers.

■ MediaTek Filogic world's first Wi-Fi 7 Wireless Access Platform delivers the new generation Wi-Fi 7 experience

MediaTek Wi-Fi 7 wireless access platform solutions, "Filogic 880 and Filogic 380," provide high-bandwidth applications in the telecom, retail, commercial and consumer electronics markets. Both chipsets are the first comprehensive Wi-Fi 7 solutions launched in the industry in the world, which can help device manufacturers create products equipped with advanced wireless access technology. Filogic 880 is a complete platform combining Wi-Fi 7 wireless router (wireless AP) and advanced network processor, in order to provide the industrial advanced router and gateway solutions to the telecom, retail and commercial markets. Filogic 380 supports a wide range of wireless terminal devices, such as smartphones, tablets, TVs, NBs, set-top boxes, and OTTs, by virtue of Wi-Fi 7 technology. Meanwhile, MediaTek also provides corresponding platforms with the highly integrated solutions, helpful for streamlining the design process of terminal devices, improving performance significantly, and shortening the product life cycle.

■ MediaTek Kompanio 1380 unveils a new page for the premium Chromebook performance

MediaTek releases the MediaTek Kompanio 1380 chips to deliver the strong performance and long battery life for the ultra-lightweight Chromebooks and make the device lighter, thinner and smaller. MediaTek Kompanio™ series platform has been adopted by customers extensively and also build the worlds' most popular Chromebook notebooks and tablets successfully. MediaTek Kompanio™ 1380 succeeds to MediaTek's legacy for being the world's No. 1 arm-based Chromebook chip. The excellent computing performance, premium multimedia and AI performance, and smooth cloud gaming performance are integrated in the high-performance 6nm chip to provide the best user experience.



Leading smartphones to a new era of satellite communications and successfully completing the world’s first 5G NTN satellite mobile phone lab connection test

Upon launch of the world’s most advanced 5G flagship mobile platform, Dimensity series, MediaTek has also accelerated the R&D of 5G satellite networking advanced communication technology simultaneously. It applied the smart phones equipped with 5G NR NTN satellite networking function chips manufactured by it to connect with the satellite successfully in the lab environmental test, making the 5G mobile phone support the two-way data transmission via the non-terrestrial network in the world for the first time, thus completing the epoch-making pioneering work.

The latest flagship AIoT platform, Genio 1200, assists terminal product manufacturers to accelerate the launch of differentiated and highly safe AIoT products.

MediaTek has penetrated into the AIoT product market thoroughly and thereby driven multiple popular brands. The latest AIoT platform, “Genio,” creates a new era of high-speed interconnection of all things for its users. Its flagship product, Genio 1200, will empower customers to create high-end AIoT products to perfectly satisfy the requirements of smart devices for high-speed AI edge computing power and IoT quality. The AIoT platform, Genio, not only owns the ultra-high performance and energy-efficient chipset, but also provides an open platform software development kit (SDK), as well as the developer platform full of abundant resources, enabling end customers to develop consumer, corporate and industrial innovative application products ranging from high-end to entry-level models easily, and accelerate the life cycle.

Team-up of MediaTek and Dolby, and Pentonic series taking the initiative to support Dolby Vision IQ with Precision Detail

MediaTek becomes the first TV chip supplier to support Dolby Vision IQ with Precision Detail. The Precision Detail refers to an innovative feature launched exclusively for smart TVs adopting the Dolby Vision IQ. The new feature is fully supported by 8K and 4K chips in the Pentonic series on the Company’s smart TV platform. Additionally, MediaTek Pentonic series also support Dolby Vision’s gaming functions and other advanced functions. The advanced TV chip technology combining with Dolby’s amazing visual and audio technologies delivers to users the truly immersive entertainment experience as if they were in a theater physically.

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, and in turn popularize our brand value.

MediaTek shapes a consistent brand image through external branding and long-term brand building projects; we showcase our brand and product brand positioning and commitments globally via a variety of communication channels and participation in global exhibitions. We are committed to pursuing leading technological trends, furthering our technological advantages and creating a positive perception, thus displaying strong brand competitiveness in 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.

1 MediaTek Dimensity 9200 flagship new product launch release November 8, 2022



MediaTek organized the Dimensity flagship product launch in Shenzhen on November 8, 2022, and invited about 200 guests including end customers, partners and media to the venue. We designed the brand new high-end brand main visual screen and video ads for Dimensity 9200, out of the intent to build a brand new flagship chip image. Meanwhile, by the precise placement of online and offline ads, we exposed the brand new flagship image of Dimensity 9200 extensively to strengthen the brand awareness toward Dimensity, i.e. “high-end” and “flagship,” in the market. MediaTek unveiled its new flagship mobile chipset, Dimensity 9200, in a grand event. Several high-level executives from end customers were invited to give speeches, and various technical partners endorsed the leading Dimensity technology. After the event, the attendees were invited to experience the Dimensity 9200 up close in the exhibition area.

The release included on-site activities and also 11 online media platforms engaged in live streaming simultaneously, attracting a total of 14.8 million views and a total of 1,327 news. The reference reading volume reached 130 million views. On the release day, the term “Dimensity 9200” was on the hot topic search list of various leading social media and news platforms, including Weibo hot search, Douyin hot hub, TouTiao hot news and Bilibili hot search list, etc.. Various media and self-media have released extensive news covering product technology, flagship market strategy, and industry value. Dimensity 9200 was well received online unanimously. Netizens all expressed high expectations toward the terminal products. Within one month after the release, the monitored online voice reached 300,000 articles.



2 MediaTek x Discovery worked together to produce the show “Chasing Incredibles” July 2022~September 2022

In 2022, MediaTek and Discovery worked together to produce the show “Chasing Incredibles,” which demonstrated the imaging strength of the Dimensity chipset endorsed by three professional photographers. From July to September 2022, MediaTek and Discovery’s official platform have released three documentaries jointly, namely Beijing, Singapore and Mexico episodes. For details, please refer to: [HYPERLINK Chasing Incredibles - YouTube](#)

On September 21, 2022, MediaTek and Discovery co-organized the premiere for the show. Three professional photographers from Discovery shared their filming stories and experience about Dimensity powered end devices. MediaTek’s management and experts also attended the event and interpreted the outstanding imaging technology of Dimensity chips.



- ▲ The event invited a total of 201 media to attend the event online.
- ▲ During the event, there were more than 700 media news related to MediaTek. The total views exceeded 24 million.
- ▲ Total views of MediaTek Official Channel on YouTube/Facebook: 22.7 million
- ▲ The TV show coverage: Discovery hotels in Southeast Asia, Philippines, India, Taiwan, Japan, and China
- ▲ Number of views achieved by Discovery TV channels: 17,441,690 views



3 MediaTek Technology Diaries April 2022 & December 2022

MediaTek’s Technology Diaries in India was a series of interactive events which industry leaders, OEM suppliers, market research companies, major medias and key influencers were invited for the interactive discussion as well as the latest update of technology ecosystem. This event was initiated in 2018. This series of discussions successfully communicates how MediaTek’s products empower and create possibility for everyone’s life. 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, progress of products research, major collaboration, next-generation technology and etc., not to mention disruptive connectivity technology, smart device ecosystem and connection devices. Technology Diaries has hence become the best discussion platform for business opportunities, science education and collaborations.

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

April 2022

50↑

Total Attendance:
50+ leading tech media, bloggers and influencers

#2

Twitter Trends:
#MediaTekDiaries trended at #2 position on Twitter

40↑

Press Release Coverage:
200+ (Including 40+ Print coverage)

Special guests at the event included:

OnePlus India 、CounterPoint Research 、CyberMedia Research 、IDC India 、GfK 、NDTV



December 2022

55↑

Total Attendance:
55+ leading tech media, bloggers and influencers

#1

Twitter Trends:
#MediaTekDiaries trended at #1 position on Twitter

210+

Press Release Coverage:
210+

Special guests at the event included:

Xiaomi India 、Reliance Digital 、PrimeOS 、CounterPoint Research 、CyberMedia Research 、GfKTecharc 、NDTV

4 Attended 5G India Leadership Summit 2022
May 19, 2022



On May 19, 2022, 5th 5G India Leader Summit was organized in New Delhi. The organizer, Konnect Worldwide Business Media set the topic as “Digitization will define the future for 5G in India”, in order to promote the consensus to make 5G gain achievements in the commercial field in India. The Summit also incorporate solutions, policy frameworks, innovative developments and opportunities into the roadmap, in order to improve the speed and stability set for the 5G network system. MediaTek, together with leaders in the telecom industry and regulatory authorities, attended this event. The demonstration of premium functions of smartphone chips in the key areas, such as 5G, image processing, and networking experience, attracted a total of 110,000 viewers via the online social media platforms, such as Facebook and Twitter.

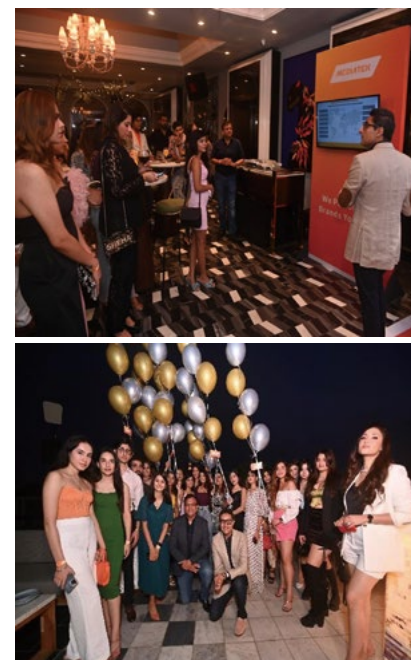
6 Organized the “Catch-up with Tech 2022”
September 1, 2022

MediaTek, for the first time, organized the “Catch-Up With Tech: A Lifestyle Influencer Meet & Greet event” in India, in order to help the local micro influencers and nano influencers expand their connections and also allow MediaTek to have the chance to explain and introduce MediaTek’s products and technologies to the Generation Z consumers face to face. Meanwhile, Faizan Patel, an expert in filming with mobile phone, was also invited to the Meeting to demonstrate the powerful filming functions and professional shooting skills of the smartphone equipped with MediaTek chip.

Through close conversations and interpersonal interactions, the MediaTek team, invited suppliers and influencers enjoyed a wonderful night and returned with a rewarding experience.

5 Won the “8th National Awards For Leadership & Excellence 2022” in India
July 7, 2022

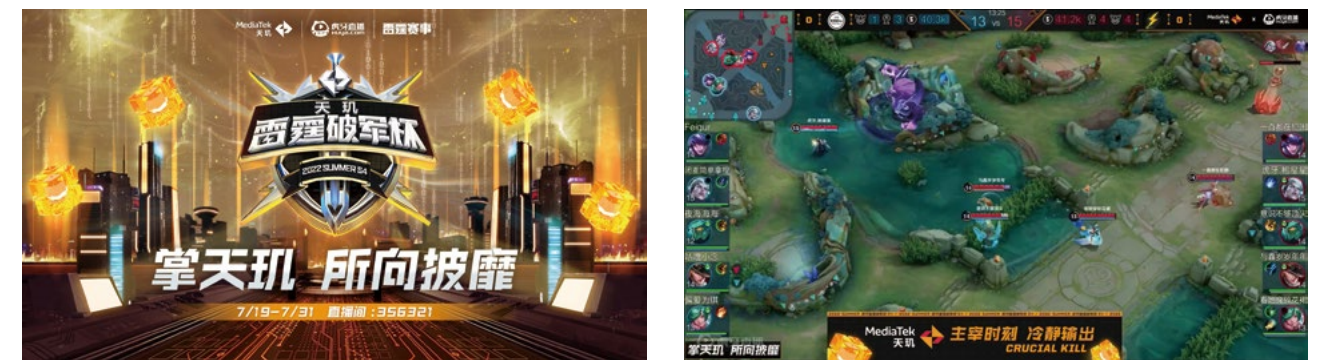
On July 7, 2022, the “8th National Awards For Leadership & Excellence 2022” was organized in Mumbai, India. MediaTek’s “Incredible In, Incredible Out” project received high recognition, as it provided 5G network for communication devices, such as smartphones, computers, routers and mobile hotspots, etc. all over the world and won the award for “Brand and Marketing” category.



7 MediaTek × Huya live streaming platform organized the “Dimensity Thunder Army Breaker Cup S4” King of Glory esports competition
July 19, 2022~July 31, 2022

From July 19 to July 31, 2022, MediaTek worked with Huya, the number one game live streaming platform in China, to organize the “Glory of the King” competition, “Thunder Army Breaker Cup,” in order to establish the experience impression on the game “Control Dimensity and Invincible” through the powerful exposure resources of Huya and in response to peripheral game media’ communication to build the game players’ confidence in the Dimensity technology.

A total of 16 renowned teams participated in the competition which was organized for 12 days. The cumulative total exposure exceeded 640 million views. Among the other things, the total exposure of Thunder Army Breakers Cup S4 ads reached 580 million views, while the total exposure of the studio reached 67.82 million views, with a peak of popularity 25.41 million views, and more than 460,000 bullet chat.



8 MediaTek × Huya live streaming platform organized “Dimensity Game Academy.”
September 23, 2022

On September 23, 2022, in response to the official release of Dimensity’s first game terminal, ROG 6 Dimensity Ultimate Edition in China, MediaTek worked with Huya and ROG to organize the “Dimensity Game Academy” jointly and invited 6 renowned esports casters to engage in the game teaching live streaming through the ROG 6 Dimensity Ultimate Edition equipped with Dimensity 9000+, including the popular esports games, such as “Peacekeeper Elite” and “Glory of the King,” in order to demonstrate Dimensity’s excellent game experience during the live streaming. During the live streaming, there were a total of 45.59 million views, and engagement rate reaching 280,000 viewers.



1.2 Customer Services

Material Issue: Customer relationship management Non-GRI Material Topic

In response to Sustainable Development Goals of United Nations/GRI



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 shortage risk under pandemic, we are committed to improve our resilience of delivery and speed of communication and response. MediaTek increases our value to customers by thinking from customers' perspective and originating on estimated customers' future demand thereby enhancing end customer experience.



- Short-term**
 - Increase orders and continue to improve the business scale.
 - Achieve the target gross margin, growth rate and accuracy of forecast
- Mid- and long-term**
 - Continuously engage with global clients, increase MediaTek's influence over the industry and leading the industry forward



- Responsibility**
 - Led by Senior Vice President, but managers of all levels participate proactively
- Resources**
 - Establish a dedicated team to satisfy customers' needs for technology and business.
- Communication channels**
 - Provide online sales (sales@mediatek.com) and audit mailboxes that serve as communications and reporting channels from non-specified persons; these communications are independently reviewed by audit units
- Evaluation mechanism**
 - Sales, forecast accuracy for production and sales, and customer satisfaction



- Achievements**
 - Invested in R&D of advanced technology to solidify its diversified leading technologies. Launched new products, such as the 5G full-speed cooling Dimensity 9200 flagship, smart TV, Chromebook, and 5G modem, etc..
 - Continue to grow with world-renowned customers, including ASUS, Intel, Google, Amazon, Microsoft, Meta, OPPO, vivo, Xiaomi, SONY, Samsung, LG and Tecno, etc., in order to develop the emerging product markets covering HPC, automobiles, data center, and high-end 5G mobile phones, data card, digital TV, and Wi-Fi wireless network.
 - Continues to develop the major markets, including Europe, the USA, China, Asia, Africa and Australia, in the world.
 - Manage the global market opportunities proactively, achieve the gross profit margin of 48.3% in Q4 2022 and annual operating margin revenue growth by 11.22%.

1.2.1 Innovative Project Management Processes

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

Project Management Processes

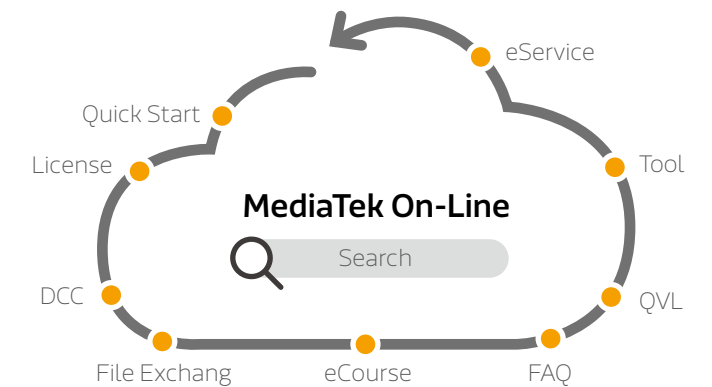
- Promotion**
 - Discuss with clients' representatives
 - Compile promotional information
 - Propose reasons and improvement measures for projects not proceeded
- Design In**
 - Arrange for kick-off meetings
 - Review the schedule of relevant software and hardware configuration to ensure effective support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

1.2.2 High-quality Service Tools

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

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

MediaTek Online Interfaces



1.2.3 Local services

MediaTek's global sales reaches about 2 billion chips annually. We believe that, in addition to innovation-focused product design and great product quality, maintaining good communication channels and understanding client needs are the only path to successful customer services. Therefore, we must provide customers in each region with the most timely and tailored services by continual investment in customer service. In 2022, the number of customer service employees continued to increase and the percentage of local employees increased too.

Customer Service Methods

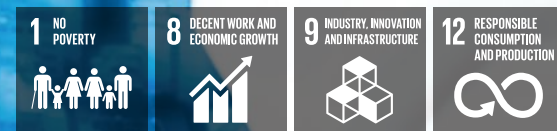
- Online and offline exchange of product and market information
- The local employees at each operational site visit their local customers periodically in accordance with domestic regulations.
- Product demo
- Hosting Tech Day



Chapter 02

Innovation

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



Chapter 02 Innovation

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

ESG Highlights

91

papers selected

The only Taiwan-based company that has had a total of 91 papers selected for publication by global authoritative institution, the International Solid-State Circuits Conference (ISSCC), for 20 consecutive years.

250

million kWh

Green innovation helps end products save the power by 250 million kWh a year. The reduction in chip size helps reduce waste equivalent to 25 metric tons of CO₂e



Received the honor from 2022 IAM Asia IP Elite.

- ⊕ In 2022, the Company invested R&D funds amounting to NT\$116.8 billion, growing by about 18% from the previous year.
- ⊕ In 2022, it acquired more than 1,200 patents at home and abroad. It was simultaneously in 1st place in the Taiwan industry in terms of number of global patents in 5G, Wi-Fi, and HEVC/VVC.
- ⊕ MediaTek released the first “6G Vision White Paper” outlining MediaTek’s 6G vision in terms of the three aspects including key technology trends, engineering feasibility, and standardization schedule.

Material Issues Management Approach:
Innovation and product responsibility **Non-GRI Material Topic**

In response to Sustainable Development Goals of United Nations/GRI



SDG 1.4



SDG 8.2
SDG 8.3
SDG 8.4



SDG 9.5
SDG 9.c



SDG 12.5

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**
 - ▶ Mass-production of multiple 5G products targeting various customer segments
 - ▶ Apply Artificial Intelligence (AI) features through a wide range of functions/products
 - ▶ Practice the mindset of green design and improve product efficiency
- Mid- and long-term**
 - ▶ Participate in technical specification organizations proactively.
 - ▶ Practice the 3A strategy in order to enable people at each corner of the world to seize the power of technological innovation.

Management approach

- Responsibility** ▶ R&D
- Resources** ▶ Invested NT\$116.8 billion in 2022.
- Engagement channels** ▶ Our R&D and Sales maintain active two-way communication with our clients to help us keep abreast of market trends and consumer needs
- Evaluation mechanism**
 - ▶ ISSCC
 - ▶ Number of patents

Achievements

Innovative products

- ▶ Equipped with high-performance, incredible power efficiency and low power consumption leading flagship 5G SoC - Dimensity 9200
- ▶ MediaTek released the first "6G Vision White Paper" outlining MediaTek's 6G vision in terms of the three aspects including key technology trends, engineering feasibility, and standardization schedule.
- ▶ Reduced power consumption of products by 10% and chip sizes by 5%

Innovation culture

- ▶ Continually host the in-house "Innovation Award" and "Special Contribution Award" to shape the innovation culture
- ▶ Continually publish papers in the International Solid-State Circuits Conference (ISSCC) and be the only Taiwanese company that has had papers selected for publication for 20 consecutive years

Technical Exchanges

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

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

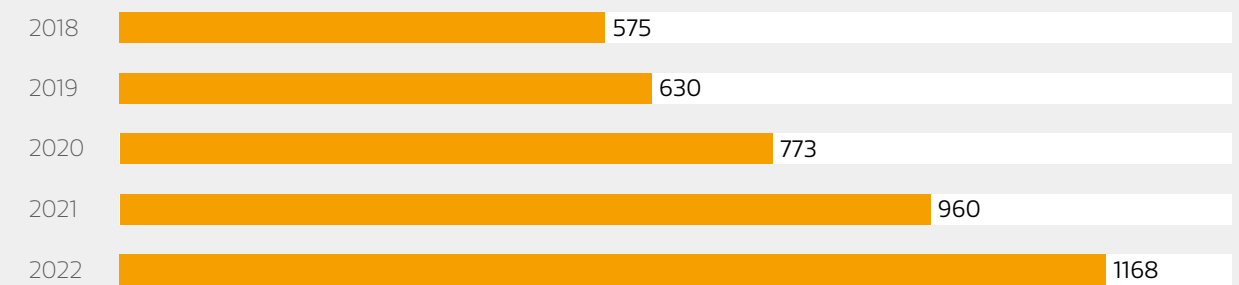
Forward-looking patent strategies

- ▶ Maintained over 13,000 global patents, wherein 1,200 of them were acquired at home and abroad in 2022; 1st place in the IC design industry in Taiwan.
- ▶ 1st place in the Taiwan industry in its number of global patents in 5G, Wi-Fi, and HEVC/VVC.

2.1 Core concepts

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

MediaTek R&D investment



Unit: NT\$100 million

In recent years, MediaTek has continued to invest in cutting-edge research in new fields. In 2021, our R&D investment reached NT\$96 billion, which was further increased to NT\$116.8 billion in 2022. We will continue to lead global developments in 5G, wireless connectivity and AI industry clusters and bring about digital revolution.

2.2 Innovation in practice

2.2.1 Talent

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

2.2.2 Culture

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.

2022 Innovation Award and Special Contribution Award

In 2022, 15 teams took part in the competition; among 195 project members, 26 of whom were from overseas units. Among the 15 teams nominated, 4 teams were awarded, including 2 for the Innovation Award, 1 for the Special Contribution Award - Project/Product, and 1 for the Special Contribution Award - Operation.



International Solid-State Circuits Conference (ISSCC)

The ISSCC is the world’s largest, most prestigious, and highest-standard conference on solid-state circuits, with thousands of participants from the academia and industry every year. In 2023, ISSCC selected and published 6 papers from the MediaTek Group. Since 2004, MediaTek has had papers accepted by the Conference for 20 years in a row, 91 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 20 consecutive years.

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

Publication of papers in 2023

- ▲ 5G Mobile Gaming-Centric SoC with High-Performance Thermal Management in 4nm FinFET
- ▲ 4.63pJ/b 112Gbps DSP-based PAM-4 Transceiver for a Large-Scale Switch in 5nm FinFET
- ▲ 37.8dB Channel Loss 0.6us Lock Time CDR Using Recurrent Neural Network for Flash Frequency Acquisition in 5nm FinFET
- ▲ 70.85-86.27-TOPS/W PVT-Insensitive 8-bit Word-Wise ACIM with Post Processing Relaxation
- ▲ 1.8-GHz 12-bit Pre-Sampling pipelined ADC with the reference buffer and OP power relaxations
- ▲ 14-bit 16GSPS Time-Interleaving Direct-RF Synthesis DAC with T-DEM Achieving -70dBc IM3 up to 7.8GHz in 7nm

2.2.3 Exchanges

Tapping into Emerging Opportunities with Value Chain

MediaTek worked with Dolby. In 2022, MediaTek was announced as the first TV chip supplier to support Dolby Vision IQ with Precision Detail. The Precision Detail refers to an innovative feature launched exclusively for smart TVs adopting the Dolby Vision IQ. The new feature is fully supported by 8K and 4K chips in the Pentonic series on the Company’s smart TV platform. Since 2H of 2022, MediaTek has successively provided the latest technologies to smart TV manufacturers.

The Dolby Vision IQ with Precision Detail can make the bright and dark areas of a picture demonstrate amazing details at the same time and unlock better detail performance of Dolby Vision contents. Enhanced texture and sense of depth enable images to have amazing sharpness on 8K and 4K Smart TVs. Meanwhile, MediaTek’s Intelligent View technology combining with Dolby’s latest achievements in image technology can process multiple Dolby Vision image sources at the same time. Therefore, users are allowed to watch different Dolby Vision entertainment contents in multiple windows at the same time, and the contents in each window can demonstrate amazing details. The Pentonic series TV chips will further reduce latency and improve picture quality through ALLM and VRR, so as to improve players’ Dolby Vision gaming experience significantly. The combination of MediaTek’s leading TV chip technology and Dolby’s amazing visual and audio technologies delivers to users the truly immersive experience as if they were in a theater physically.

Participating in domestic academic events

MediaTek proactively participates in domestic academic events. In 2022, MediaTek Group had 2 papers selected and published by ISSCC, and co-hosted the 2022 ISSCC Paper Presentation with National Taiwan University and IEEE SSCS Taipei Chapter. In this presentation, 12 industrial and academic experts were invited to share the research findings and results in all fields discussed the 2022 ISSCC, and 3 of MediaTek's employees shared the development trend in their professional areas.



Participation by MediaTek Industry Association

 Network communication	ETSI / European Telecommunications Standards Institute
	GSMA(Groupe Speciale Mobile Association)
 Multimedia	GCF / Global Certification Forum
	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
	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).



Participation by Industry Associations

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

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 2022, the Company had maintained over 13,000 patents worldwide, including 1,200 patents obtained in 2022, the highest number in the Taiwanese IC design industry. Selected as one of the "top 100 Global Innovators" by Clarivate (formerly known as Thomson Reuters) and won the 2022 WIPO User's Medal and 2022 IAM Asia IP Elite, announced as one of Top 10 in the 2022 corporate patent application ranking published by IPO of MOEA, and also passed 2022 TIPS certification. It was in 1st place in the Taiwan industry in terms of number of global patents in 5G, Wi-Fi, and HEVC/VVC at the same time.

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

MediaTek's participation in technical specification organizations	
Name of Technical Specification Organization	MediaTek's Role
Third Generation Partnership Project (3GPP)	<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. <p>Strive for organization of the 3GPP conference in Taiwan in June 2023.</p>
Taiwan Association of Information and Communication Standards (TAICS)	<ul style="list-style-type: none"> Served as the TCI Chairman, set up 6G Session as the 6G technology trend platform for Taiwan's academia-government-university-research exchange and as a reference for the public sector to formulate policies. 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 positions as Multi-AP (EasyMesh) TTG Chair and MTC Vice Chair. 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"> Pay attention to the latest next-generation video coding technology exploration and progress, and arrange the layout of the patented technologies that might be required by the next-generation video compression standard (ex, H.267) in advance.

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 2022, MediaTek released the first "6G Vision White Paper" outlining MediaTek's 6G vision in terms of the three aspects including key technology trends, engineering feasibility, and standardization schedule, i.e. a flexible multi-dimensional integrated wireless communication system that provides immersive mobile networking services in an ubiquitous manner. Additionally, relying on the technological innovation and breakthrough, such as high performance, high energy efficiency and low power consumption, MediaTek created the brand new flagship 5G SoC-Dimensity 9200 mobile chip for the mobile market, allowing consumers to have the best user experience in full-speed cooling.

MediaTek's "6G Vision White Paper" defines the three practical technology principles, Simplicity Optimization Convergence, "S.O.C."

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MediaTek released the first "6G Vision White Paper" outlining MediaTek's 6G vision in terms of the three aspects including key technology trends, engineering feasibility, and standardization schedule. Meanwhile, based on these trends, MediaTek proposed three key 6G system design principles, namely Simplicity, Optimization, and Convergence (hereinafter referred to as S.O.C.), which implies the possible development orientation of the 6G standard and accelerates the digital transformation and sustainable development of society. MediaTek's 6G vision refers to a flexible multi-dimensional integrated wireless communication system that provides immersive mobile networking services in an ubiquitous manner. We believe that the 6G system will satisfy the needs for complex new application scenario with the most streamlined design; therefore, it should have the potential of scalability. The 6G system optimization must be user-experience-oriented to satisfy the network providers' and consumers' needs.

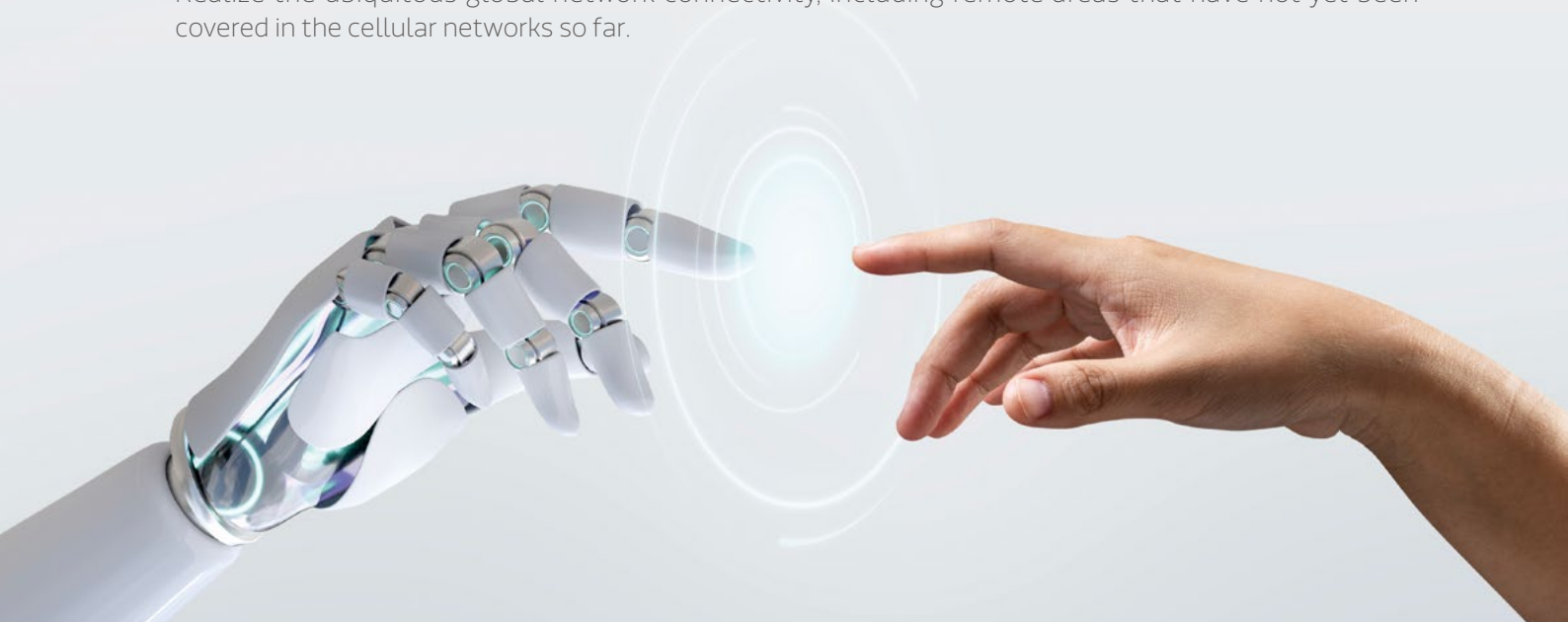
MediaTek believes that following the world's continuously deepening the research on innovative communication technologies, high-performance requirements for mobile networks, spectrum resource utilization efficiency, communication network framework design integrated with AI, energy consumption performance, and green energy implementation will be considered the future important opportunities and challenges. It is expected that the 6G technology development schedule will follow the schedule under planning by the International Telecommunication Union Radiocommunication Sector (ITU-R). The preliminary standardization might commence about in 2024/2025, and the first edition for the standards might be released in 2027/2028. MediaTek will continue to invest in the 5G field proactively, continue to leverage its strength in integration with respect to the 6G technology standardization and commercial promotion, and work with the government, industry, university & institute to promote the 6G industry's development as a leader.

MediaTek proposes three key practical design principles, S.O.C.:

- Simplicity:** In order to balance high-performance requirements and perfect user experience, the 6G standard should simplify the traditional communication network design but retain the necessary complexity in exchange for higher system performance (e.g. support for different device types, broader spectrum range, spectrum property adjustment and integration of multiple networks, etc.) only, seek the balance between complexity and simplicity, and respond to the global energy-conservation and carbon reduction trend therefor to optimize the unit energy consumption.
- Optimization:** The 6G system optimization must be user-experience-oriented, in order to satisfy network providers and consumers at the same time. MediaTek expects that system designers may complete the optimization from three new key directions, namely, wireless network heterogeneous architecture integration (providing network access resources with the highest efficiency), intellectualization of communication network (applying the AI to optimize communication networks systematically), and the cross-layer design that supports individual application scenarios (to provide the basic functions needed by users at one time directly).
- Convergence:** The concept about convergence covers full-band access support, integration between device/equipment and network nodes, integration of multiple wireless access technologies, integration of terrestrial and non-terrestrial networks, and comprehensive integration of communication, perception and computation, in order to maximize the benefits of technology scale and overcome challenges in coverage and energy utilization efficiency.

Said principles are adopted in order to satisfy the next generation's demand for innovative applications and also ensure the best user experience and energy utilization efficiency, in line with the key trends of the new generation mobile communication for 6G as proposed by MediaTek:

- ▶ The market demand for performance will be boosted further, in order to support new killer applications, e.g. ultimate holographic communication, tactile communication, digital twin (avatar), and telepresence, etc..
- ▶ The data transmission rate will also increase by 10~100 times 5G to satisfy the demand for advanced applications, in response to the ultra-low latency.
- ▶ Utilize the two frequency bands, 7-24GHz and Sub-THz, to increase the total addressable bandwidth as more than 50GHz. The addition of both new frequency bands will lay the strong foundation to prepare for the new ultimate applications. Notwithstanding, some severe challenge will result from attenuation of high frequency band spreading, which remains unsolved.
- ▶ Network densification is an inevitable trend, in order to increase the low frequency band's capacity and overcome the problem arising from attenuation of spreading within the new frequency band. In consideration of the basically different physical nature, the indoor base station deployment costs and other problems and challenges about feasibility need to be solved in a manner different from that applied to 5G.
- ▶ Realize the ubiquitous global network connectivity, including remote areas that have not yet been covered in the cellular networks so far.



■ All new flagship 5th generation with the powerful innovative technology - Dimensity 9200 mobile platform

Relying on the technological innovation and breakthrough, such as high performance, high energy efficiency and low power consumption, the Dimensity 9200 5G mobile chipset released by MediaTek, allowing consumers to experience the user experience in full-speed cooling and build the brand new flagship 5G SoC in the mobile market. Dimensity 9200 applies the advanced technology empowerment mobile terminals to create profession-level images and immersive gaming experience. It supports Sub-6GHz and millimeter wave 5G networks, and the upcoming high-speed Wi-Fi 7 network, to promote the global mobile experience upgrading.

■ Strong hard power becomes a new benchmark for 5G flagship SoC.

The Dimensity 9200 is equipped with an octa-core flagship CPU, a Cortex-X3 super-core clocked at up to 3.05GHz, and all performance cores supporting pure 64-bit applications. The multithreading 64-bit manipulations can help upgrade the APP experience significantly. Dimensity 9200 takes the initiative to adopt a new generation 11-core GPU Immortalis-G715, delivering the performance increasing by 32% from the previous generation. It supports the mobile hardware ray tracing and variable rate rendering technology, releases powerful graphics performance and improve the gaming experience. Dimensity 9200 integrates MediaTek's 6th generation AI processor APU. The high energy efficient AI architecture improves the AI performance by 35% from the previous generation and also reduces the power consumption of various AI applications. Meanwhile, Dimensity 9200 supports 8533 Mbps LPDDR5X memory and 8-channel UFS4.0 flash memory, and the multi-cycle queue technology improves data transmission further. Dimensity 9200 is made through the 2nd generation 4-nanometer process of TSMC and consists of 17 billion transistors. MediaTek adopts an innovative chip packaging design to improve the radiating power. The power consumption of the CPU under peak performance may decrease by 25% from previous generation to make the high performance output constantly and stably.

Relying on the technological innovation and breakthrough, such as high performance, high energy efficiency and low power consumption, the Dimensity 9200 5G mobile chipset released by MediaTek, allowing consumers to experience the user experience in full-speed cooling and build the brand new flagship 5G SoC in the mobile market. Dimensity 9200 applies the advanced technology empowerment mobile terminals to create profession-level images and immersive gaming experience. It supports Sub-6GHz and millimeter wave 5G networks, and the upcoming high-speed Wi-Fi 7 network, to promote the global mobile experience upgrading.

6G Vision Whitepaper



A big breakthrough in mobile game experience combining with the extraordinary strength in power consumption makes players play longer.

Dimensity 9200 supports the MediaTek HyperEngine 6.0 game engine to promote the gaming picture at the mobile end to a new level and deliver to the players an immersive sensory experience. MediaTek always uses the best effort to innovate the R&D of mobile graphics technology. As an important promoter of mobile ray tracing, MediaTek has worked with the game production team closely. Both parties arrange the layout earlier, co-develop the application of the ray tracing technology at the mobile end to games. In terms of game engine optimization, pipeline optimization and presentation of ray-tracing content special effects, Dimensity 9200 demonstrates its amazing the excellent landing results through both parties' in-depth cooperation and hard work, as it creates amazing game special effects on shadows, reflections and ambient light occlusion. The stunning realistic graphics created by it provide players with the immersive visual experience and accelerate the game commercialization process of mobile ray tracing technology.

MediaTek also released a new Adaptive Game Technology (MAGT), which can help reduce the power consumption and device temperature of high-refresh-rate games, making the full scale operate longer. MediaTek and its game strategic partners have jointly explored and created MAGT, an advanced technology for self-adjusting terminal devices and games, which can dynamically adjust the rendering logic of the game based on the real-time load of the terminal hardware, in order to deliver better ultimate picture quality and stable frame experience to make the game last longer.

As a leader in wireless communication chip solutions in the world, MediaTek has always kept its position stay at the forefront of the communication technology, since it not only participates in the development and evolution of standards thoroughly, but also promotes the popularization of technology in the market. Dimensity 9200 integrates advanced 5G modem and supports Sub-6GHz and millimeter wave 5G networking, combines advanced AI technology to create a 5G smart travel mode in the scenarios including high-speed rail, basement, subway and airport to achieve fast network access function. Dimensity 9200 succeeds to MediaTek's consistent strengths in dual-card technology, and launches "5G New Dual-Pass" which can support more network systems and 100+ frequency band package to make the speed in the same frequency band faster. MediaTek's unique UltraSave power-saving technology also extends from 5G networking to Wi-Fi, in order to deliver more complete low-power consumption communication solutions.

Create the ultimate experience: wireless networking, filming, and multimedia video

Dimensity 9200 takes the initiative to support the latest Wi-Fi 7 wireless networking, with a theoretical peak transmission rate attaining 6.5Gbps, and the new generation bluetooth audio, LE Audio. Relying on the MediaTek's bluetooth and Wi-Fi coexistence technology, users are allowed to connect them anytime and anywhere. When Wi-Fi and bluetooth are connected at the same time, MediaTek HyperCoex super networking technology can provide stronger signals, longer access distances, stronger anti-interference ability, no matter for audio-visual entertainment or peripherals of the connected game, so that users may enjoy the lower latency experience.

Dimensity 9200 is equipped with the Imagiq 890 image processor (ISP) and, therefore, may take the initiative to support the RGBW sensor. Therefore, even though filming in HDR or low-light environments, it still may help us get brighter, better contrast sharpness, and more delicate photos and images. The ISP, combining the APU, supports advanced AI image semantic segmentation technology, applies AI to analyze



the environment color, object structure and movement, and label and adjust the color by layer, thereby improving the entire image quality. Meanwhile, relying on fast and precise AI capture and noise suppression technology, Dimensity 9200 also supports AI dual-track capture function and cinematic mode to enable each shot to be a professional blockbuster, and the picture is always clear even if we just take it casually.

For multimedia, Dimensity 9200 can completely demonstrate the technical hard power accumulated by MediaTek over the past years. It takes the initiative to support 24bit/192KHz high-quality audio codec, and deliver the studio-level Hi-Fi high-fidelity bluetooth sound quality with the highest 8Mbps bluetooth rate. Dimensity 9200 is also equipped with MediaTek MiraVision 890 mobile display technology, so that it may support full-scene high-quality HDR display, presents the pleasing graphic details, and also adapts to the extensive screen design, including high-performance gaming screens, high-resolution screens and foldable screens. It supports Full HD+ resolution 240Hz refresh rate, WQHD resolution 144Hz refresh rate and 5K (2.5K×2) resolution 60Hz refresh rate. Meanwhile, the dynamic refresh rate adjustment technology may provide a smoother display effect. Meanwhile, Dimensity 9200 supports chip-level smart anti-blue light technology, which helps provide a more comfortable viewing experience.

Dimensity 9200 supports the MediaTek's Dimensity open architecture, and may engage in in-depth cooperation with terminal manufacturers to bring a more personalized and differentiated user experience for terminal devices equipped with Dimensity 9200, thus unleashing the powerful potential of such flagship product.

IC green innovation

MediaTek's core technology lies in IC design, with our chips finding diverse and widespread applications. From the earliest stages of IC design, we prioritize environmental sustainability. Whether our products are in use or at the end of their lifecycle, we aim to reduce energy consumption and minimize product size. This is achieved through chip system architecture adjustments, algorithm optimization, and the swift implementation of advanced manufacturing processes. These efforts are our response to climate change and our strategy to lessen the environmental impact of our products.

In 2022, these initiatives led to a 10% reduction in primary product energy consumption compared to 2021. Based on our 2022 shipment volume, MediaTek's products contributed to an annual energy saving of 250 million kWh. This equates to a reduction of 127,250 tons of carbon dioxide emissions, comparable to the carbon sequestration of 330 Daan Forest Parks (Note 1). Furthermore, we reduced the size of our major products by 5% in 2022 compared to 2021, resulting in a waste reduction of 12,000 kg, or a carbon emissions reduction of 25 tons^{Note 2}.



Note 1: Referred to the National Wetland Carbon Sequestration Surveys and Analysis Plan issued by Urban and Rural Development Branch, Construction and Planning Agency, Ministry of the Interior (Daan Forest Park absorbs approximately 386 tons of carbon dioxide emissions annually).

Note 2: Conversion based on the parameters set by the Environmental Protection Administration of Taiwan, where 1kg of waste production decrease a day cause decreases 2.06kg of carbon emission.



Chapter 03

Talent

- 3.1 Talent Strategy
- 3.2 Talent Attraction and Retention
- 3.3 Employee Development
- 3.4 Employee Experience
- 3.5 Occupational Health and Safety

4 QUALITY EDUCATION 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 
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Chapter 03 Talent

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

ESG Highlights

20%
Proportion of female employees

In 2022, 20% of our employees were female. The number of female employees in the R&D/technology department was 3,241, accounting for approximately 18% of the Company's R&D/technology department.

\$4.992
million

In 2023, Taiwan Stock Exchange disclosed the 2022 "Average Employee Salary Expense" of TWSE/TPEX Listed Companies, and MediaTek's expense is \$4.992 million.

3,000↑
students

Proactively cultivating talents, MediaTek has joined hands with universities to launch "IC Design Program." Up to the end of 2022, more than 3,000 students have joined the programs.

- 🎯 MediaTek has provided an online learning platform open to all regular employees and managers worldwide. The number of participants in 2022 increased significantly by 32.8% compared to 2021
- 🎯 Realizing the value of diversity and inclusion and actively creating a family-friendly workplace, MediaTek received the "Ministry of Science and Technology's Promotion of Gender-Equal Workplace Excellence Award" in 2022.
- 🎯 Global turnover rate is at 6.3%, whilst the number for Taiwan is at 5.0%, significantly lower than industry average (global technology and media industry: 12.9%; Taiwan's high-tech service industry: 13.7%).

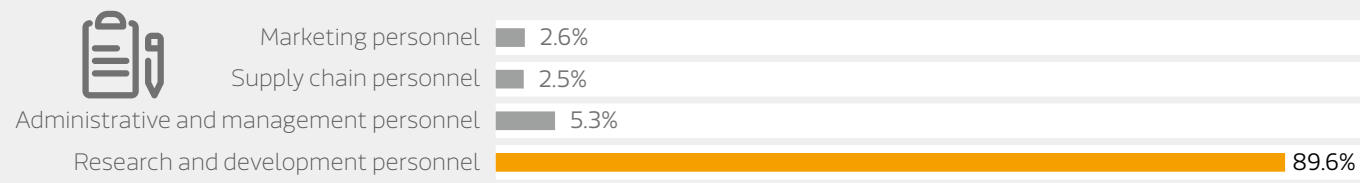
3.1 Talent Strategy

MediaTek has strong focuses on R&D, innovation, and internationalized management, and considers global talent planning as the driving force behind technological R&D growth. As of the end of 2022, the total number of our employees was 18,993. To effectively utilize the group-wide R&D capacity, MediaTek has established 32 operation sites globally, with the overseas employees accounting for 35.4% of the total employees. The Company hopes that the interaction and collaboration of group-wide talents can expedite the timeline of product development and promptness of technical backup.

3.1.1 Human Resource Structure

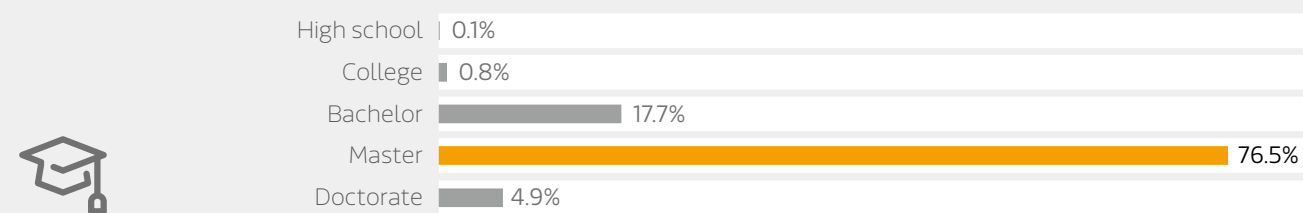
Proportion of Employee Duties

Close to **90%** of the employees are R&D and technical personnel.
 R&D: 89.6%, Administrative and management: 5.3%, supply chain: 2.5% and sales personnel: 2.6%.



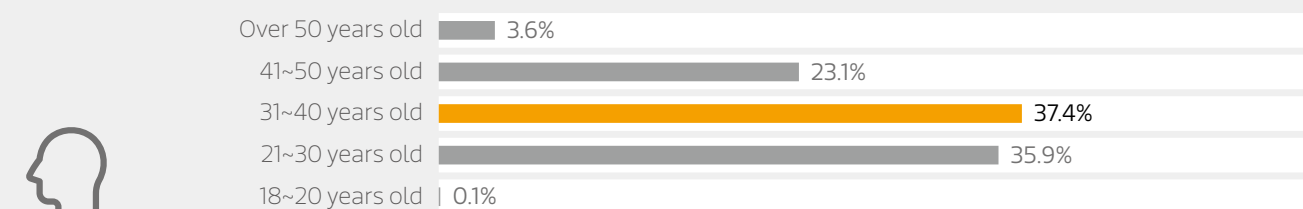
Distribution of Employee Education Level

The percentage of employees with master's and doctorate degrees constituted **81.4%**.
 Doctor: 4.9, master: 76.5%, bachelor: 17.7, college: 0.8%, high school: 0.1 %.



Employee Age Distribution

Employees mainly range from 31 to 40years old constituted **37.4%** of the total.
 The percentage of employees under 30 years old constituted 36% and employees over 40 years old constituted 26.7%.



Types of Employment

Unit: Individual

Employees			Taiwan	Asia-Pacific	Europe	Americas
Labor Contract	Type	Gender				
Permanent	Full time	Male	10,130	4,398	297	461
		Female	2,101	1,227	28	79
	Part-time	Male	0	0	8	0
		Female	0	0	1	0
Temporary	Full time	Male	31	93	10	7
		Female	23	34	2	2
	Part-time	Male	29	0	7	3
		Female	18	2	1	1
Total			12,332	5,754	354	553

Note 1: Those who are employed by MediaTek include both permanent and temporary employees.
 Note 2: From 2020 to 2022, the number of employees grew steadily during the three-year period without noticeable fluctuations.

In 2022, MediaTek employed 76 individuals with disabilities, which is in compliance with the law that aims to protect the employment rights of people with disabilities and provide fair employment opportunities.

Non-employee

Number of dispatched personnel 1,183 Individual.

Note: The number of dispatched employees at MediaTek, who are employed by dispatch work agencies and stationed at the company, has remained relatively stable over the past three years.

Distribution of Employees

Number of Foreign Employees	Percentage of Foreign Employees (%)
959 Individual	4.8%
Number of Expatriates	Percentage of Expatriates
31 Individual	0.2%

Note 1: Foreign employees are individuals who are required to apply for a work visa in the country where they work.
 Note 2: Expatriates are individuals who work in a country different from their country of origin.

Total Number of Employees
20,176 include dispatched personnel

Distribution of Gender by Work Levels

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



Female Employment

In 2022, MediaTek had a female employee representation of **20%** of its total workforce, with 3,241 female employees in the R&D and technical departments, accounting for approximately 18% of the Company's R&D and technical departments. This percentage is higher than the average female graduates of electronics, electrical, and computer science and information engineering in Taiwan, which is around 13-15%.

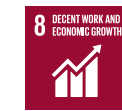
Note: The above information covers permanent employees, contractors, and temporary workers; the only exception is education level distribution, which is only disclosed for regular employees.



3.2 Talent Attraction and Retention

Material Issues: Talent Attraction and Retention

In response to Sustainable Development Goals of United Nations/GRI



SDG 8.5



SDG 10.2



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

Importance to MediaTek

MediaTek recognizes the importance of talented employees and strives to attract and retain them through various innovative recruitment methods, competitive and fair internal salaries, and a range of benefits. The company aims to create a sense of belonging among its employees, so that they can contribute to the sustainable development of the company.

Commitments and Policies

The Company has set up specific departments and units to create various methods of recruitment to attract the talents that the Company requires. Additionally, the Company continuously monitors the compensation levels in the industry and develops a comprehensive salary policy that is both competitive and compliant with retirement benefit regulations. The Company also offers a range of benefits, implements different subsidy programs, and organizes annual health check-ups to establish a strong and supportive work environment that promotes sustainable development.



Goals

Short-term

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

Mid- and long-term

- Consistently provide comprehensive performance-based rewards that are competitive in the market.
- Create an environment that motivates employees to unlock their full potential.
- Continue caring for employees' mental and physical health and providing a holistic workplace.



Management approach

Responsibility

- Relevant human resource management unit and employee welfare committee

Resources

- Operational management budget, employee welfare fund, etc.

Engagement channels

- Manager communication meetings
- Labor-management meetings
- Employee complaint mailbox
- Employee suggestion box (I Have Good Ideas)
- Employee service platform (online canteen feedback and maintenance service)
- Recruitment platform
- Satisfaction survey for corporate activities
- AI Chatbot

Evaluation mechanism

- Periodic review of overall compensation structure and policy on leave every year to assure their industry competitiveness
- Talent acquisition rate, on-boarding rate, retention rate and turnover rate
- Annual employee activity participation rate
- Reply rate and reply time of employee service
- Employee activities and service satisfaction survey
- Annual health checkup subsidy application
- Application of annual flexible fringe benefits

Competitive salary and benefits

- In 2023, "the average cost of employee remuneration, average salary" and "the median salary of full-time nonmanagerial employees" for 2022 were reported to the Taiwan Stock Exchange. The amounts were 4.992 million, 4.867 million and 3.747 million, respectively. (in NTD.)



Achievements

Talent recruitment, employment and retention

- Application rate ^{Note} = 16 times
- Percentage of recruits reporting to work ^{Note} = 85%
- Retention rate = 92% new recruits retained for within 3 years; 98% new recruits retained for within 2 years
- Employee turnover rate = 6.3%, group-wide; 5% in Taiwan
- [Note] Employment rate = Number of applicants/Number of employment
- [Note] On-boarding rate = Number of reporting to work/ number of issued Employment contracts

Fringe benefits for employees and dependents

- Flexible fringe benefits: Rate of reimbursement application reached 97% in 2022.
- Medical check-up: In 2022, the application of medical checkup subsidy amounted to 94%.
- Corporate well-being events: In 2022, the headquarters in Taiwan and overseas sites had held 36 health promotion activities. The activities garnered 6,437 participants.

3.2.1 Recruitment and Retention

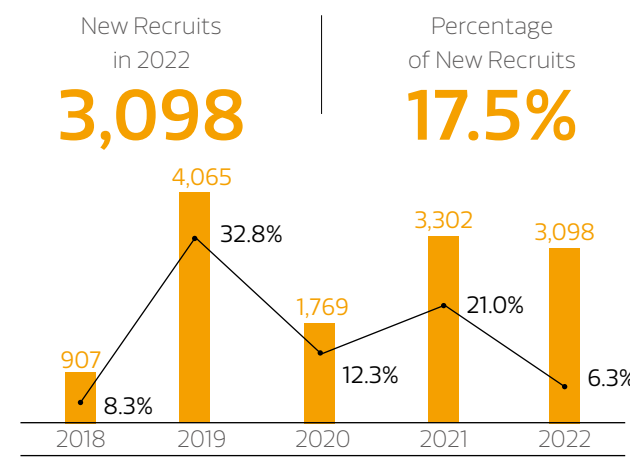
MediaTek, a leading fabless semiconductor company, recognizes the significance of talents in driving sustainable growth and innovation. To attract key talents from various sectors such as industry, academia, and R&D institutions globally, MediaTek employs diverse recruitment and external communication strategies. Additionally, the company focuses on cultivating talents and staying updated with the latest trends by establishing a professional competence development mechanism. This proactive approach enables MediaTek to retain its valuable talents effectively.

In 2022, the Company had recruited 3,098 individuals globally, of which, 69% of them were under 30 years old. This led the Company maintain a relatively younger human resource structure, which is beneficial for promoting diversity and innovation aspect of the products. Also, in 2022, the turnover rate group-wide amounted to 6.3%, whilst in Taiwan, it amounted to 5.0%. Both of these rates were significantly lower than the average global turnover rate and average resignation rate of Taiwan high-tech industry of 12.9%, and 13.7% respectively.

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

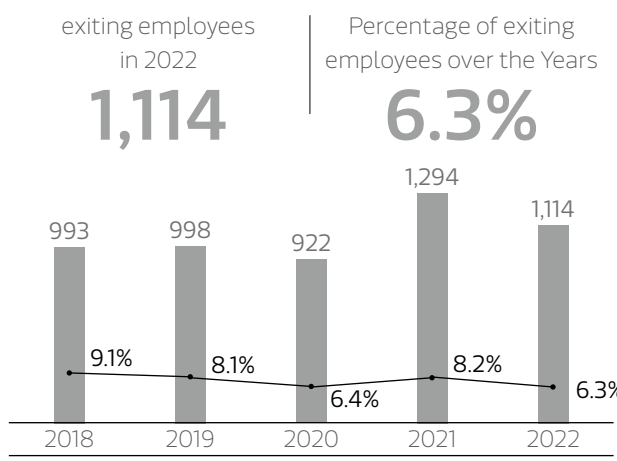
New Recruits and Exiting Employees Worldwide					
Category	Number of individuals	2022 New Recruits		2022 Exiting Employees	
		Number of individuals	Proportion of employees in category	Number of individuals	Proportion of employees in category
BY gender	Female (=3,253)	567	17.4%	198	6.1%
	Male (=14,486)	2,531	17.5%	916	6.3%
By age	Over 51 years old (=591)	68	11.5%	31	5.2%
	31 to 50 years old (=12,241)	902	7.4%	657	5.4%
	Under 30 years old (=4,907)	2,128	43.4%	426	8.7%
By region	Taiwan (=11,570)	1,915	16.6%	578	5.0%
	Asia-Pacific (=5,374)	968	18%	468	8.7%
	North America (=480)	159	33.1%	51	10.6%
	Europe (=315)	56	17.8%	17	5.4%
Total	17,739	3,098	17.5%	1,114	6.3%

Percentage of New Recruits Worldwide for 2018–2022



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

Percentage of Exiting Employees Worldwide for 2018–2022



■ Number of individuals — Proportion
 [Note] Percentage of exiting employees = Total number of exiting employees / (number of employees at year start + number of employees at year end) / 2



Talent Hiring and Reporting to Work

In 2022, MediaTek recruited 3,302 individuals globally, receiving 49,896 resumes, which is estimated to be 16 times the number of new recruits. The Company’s competitive package, diverse learning environment, and job scope attract outstanding talents globally, with approximately 85% of recruits reporting to work, demonstrating the Company’s reputation as an attractive employer.



Item	Number of individuals
2022 Number of applicants for permanent positions (A)	49,896
2022 Number of vacancies of permanent positions (B)	3,302
2022 Number of recruits for permanent positions reporting to work (C)	3,302
2022 Number of employment contracts for permanent positions issued (D)	3,885

Note: Application rate % = A/B; percentage of recruits reporting to work % = C/D

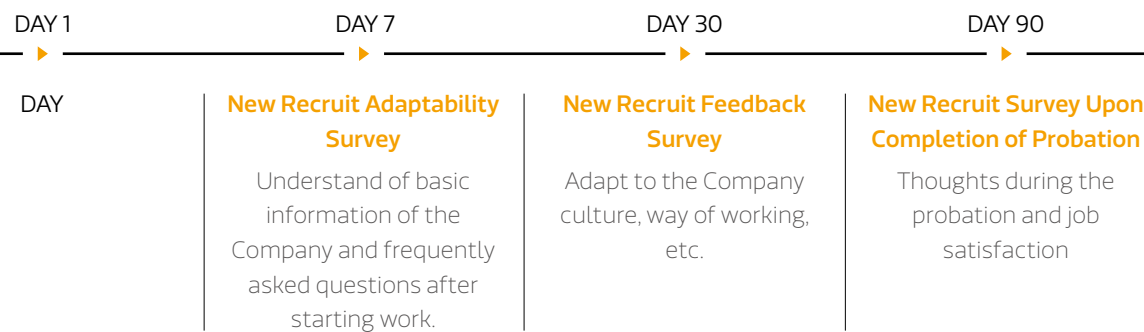
MediaTek was ranked as the best employer by 1111 Job Bank and research of Universum.

In the comprehensive survey on more than 7,000 cross-departmental students conducted by Universum in 2022, MediaTek was ranked on the third of Most Attractive Employers by students in the “Engineering/Information” field in Taiwan. In addition, we were awarded the Gold Award in the “Technology Research and Development” category by the professionals in the Happiness Company Selection organized by 1111 Job Bank for three consecutive years.



Retention of New Recruits and Caring System

The Company has implemented a system to support new recruits in adjusting to their work and living environment. This system involves assigning senior employees as “buddies” to new recruits to provide timely assistance. Additionally, the Company conducts surveys on new recruits within 90 days of their start date to assess their adaptation progress. If necessary, professional counselors are available to provide support. In Taiwan, the fill-in rate for the survey was 99.9% in 2022. The Company has achieved a three-year retention rate of approximately 92% and a two-year retention rate of 98% for new recruits.



Signal Status If abnormal signal is flagged, the Employee Relations Department may take proper actions to care for new recruits

2022 Implementation Status in
90% Interview completion rate
90 Interviews with new recruits
45 hrs of interviews

Three-Year and Two-Year Retention Rates for New Recruits Worldwide			
Various Types of New Recruits	2020	2021	2022
Two-Year Retention Rates for New Recruits %	92%	98%	98%
Three-Year Retention Rates for New Recruits %	91%	88%	92%

Highlights: New employees 30 day caring project

MediaTek designed a gamified and diversified learning program for new employees. In addition to the general lectures, there are also experiential learning, discussion on practice, team creating, online interaction, etc. By one of the courses (group mission: escape the room), new employees are directly guided to quickly grasp and demonstrate the company’s core values. In addition, the event also focuses on sharing colleagues’ practical experience, sharing challenge of and methods to adapting practical work and building connection, thereby facilitating new employees to fit in the new workplace.



3.2.2 Diverse Recruitment Channels

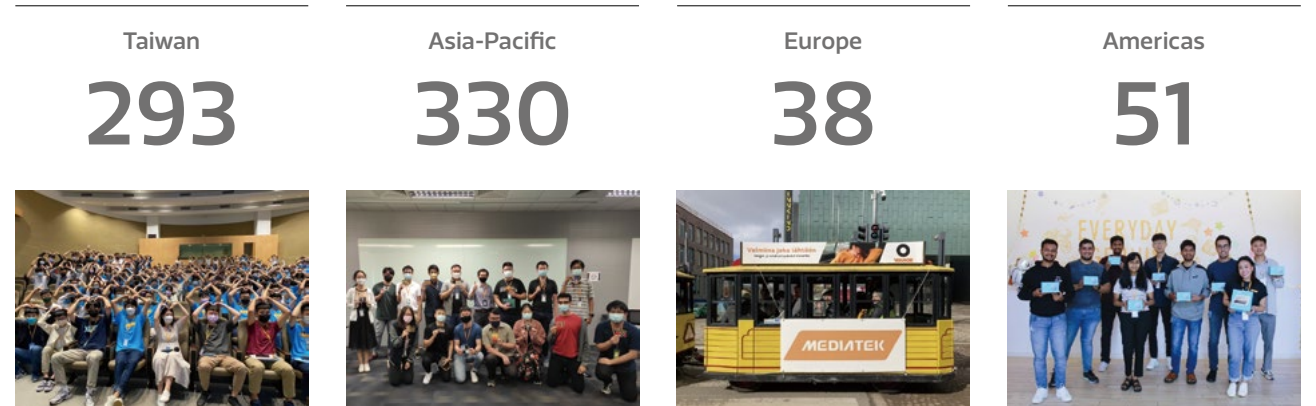
MediaTek has a comprehensive talent management system that guides its human resource planning. The company is committed to expanding its recruitment methods and has developed a user-friendly and thoughtful interface on its official website to increase the efficiency and convenience of the application process. In addition to this, MediaTek recruits talents through job banks, large-scale recruitment drives, and employee recommendations. The company also proactively collaborates with major universities and undertakes industry-academia cooperation, with an investment of NTD121.3 billion. In 2022, the company produced several recruitment video clips that reached millions of clicks, inviting employees to introduce IC design positions and internship programs.



Innovative online onboarding training for interns

In 2022, the summer orientation training for interns was conducted online. This online format allowed interns to interact with the company and gain a deeper understanding of its operations. Senior staff members shared their experiences, which helped interns adapt to the working environment more efficiently. Additionally, the training incorporated experiential learning activities, enabling interns to gain practical experience and reflect on the core values of the company. The event received positive feedback from nearly 300 participants.

Number of interns in the world in 2022



712 interns worldwide



Three Main Themes of Internship Program

Interaction and care Intern paper, adaptability survey, club competitions, focus group, and group interaction	Career Enlightenment MediaTek talk, technology exhibitions and senior executive seminars	Professional training Professional training, Online courses and one-to-one coaching from buddy executive
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Achievements

Intern Paper

The Company publishes reporting on internship activities, intern experience sharing and interviews with MediaTek employees. In 2022, six issues were published, in which 30 interns shared their experience in MediaTek.



MediaTeker Talk

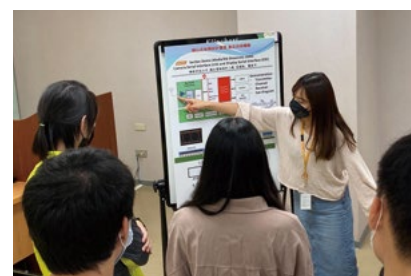
Setting “daring to dream” as the theme, the Company invites engineers to share their interests outside work. The number of participants amounted to 280 individuals.

Fellow Talk and product unboxing

The Company invites executives awarded IEEE Fellow to do experience sharing of MediaTek’s technology. Also, product managers are invited to share various operational aspects with interns, from IC designing and manufacturing, to procedures for pricing, distribution and sales, allowing interns to better understand the relationship between IC designing and products. In 2022, a total of 200 interns received formal offer and could join MediaTek once they graduate in the following year.

Industry-Academia Cooperation

Over \$1.3 billion has been invested in industry-academia cooperation over the past 20 years. MediaTek proactively collaborates with innovation and R&D centers: NTU IoX Center, NCTU Innovative Research Center, and NTHU Research Center have been established. In response to the shortage trend of semiconductor talents in recent years, MediaTek takes the initiative to cooperate with universities to promote the IC design programs and reserves a certain number of internship positions for students from the programs. In addition to IC design fundamentals, the programs also include practical industry experience sharing to strengthen the industry-academia connection, thereby preparing future talents in advance. As of the end of 2022, more than 3,000 students joined the program, and we will continue to attract more schools to join the ecosystem to help cultivate more future IC design elites.



IC Design Program

MediaTek has collaborated with universities to launch an “IC Design Program” innovation plan to cultivate university students in IC designing. The program not only helps students in relevant majors to deepen their IC designing capabilities but also encourages students in different majors to gain second expertise through elective courses. Upon completion of all designated courses, students receive an exclusive program certificate, and a certain number of corporate internship positions are reserved for program students. Additionally, if they are hired as regular employees after graduation, they are eligible for an additional \$200,000 in recruitment incentives.



Program description

Two major cores

- ▶ Analog/Radio frequency IC design and Digital IC design

Required courses

- ▶ 7 courses in undergraduate schools and 4 courses in graduate school

Partner schools

- ▶ Taiwan University, Yang Ming Chiao Tung University, Tsing Hua University, Cheng Kung University, Chung Hsing University, Taiwan University of Science and Technology, etc. The number of schools will be constantly increased.

Program advantage

- ▶ More than 3,000 students

Program advantage

Program certificate

Retained internship position

Program incentive

paid upon commencement of employment ▲

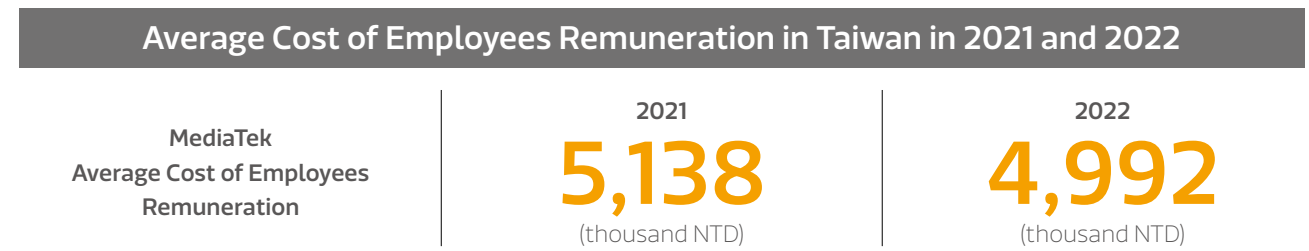
Taking IC Design Program can not both engineering non-engineering major students connect with future work opportunities early but also offers an opportunity to explore their interests and employment choices.

- Yichi, engineer of MediaTek, graduate of IC Design Program



3.2.3 Compensation Competitiveness

MediaTek aims to attract exceptional global talent and retain existing employees by offering reasonable and competitive compensation. The company conducts annual evaluations of the local market’s compensation levels to ensure the overall reward competitiveness. In Taiwan, MediaTek’s average and median salaries for non-executive full-time employees in 2022 were among the leading group in the industry, as compared to the average employee salary expense and regulations set by the Taiwan Stock Exchange.



Average and Median Salaries for Full-Time Non-Managerial Employees in Taiwan in 2021 and 2022		
MediaTek	Non-Executive Permanent Employees	
	2021	2022
Total Salary of Non-Executive Permanent Employees (A)	46,833,111 (thousand NTD)	52,347,665 (thousand NTD)
Number of Non-Executive Permanent Employees (B)	9,094	10,756
“Average Salary” of Non-Executive Permanent Employees (A/B)	5,150 (thousand NTD)	4,867 (thousand NTD)
“Median Salary” of Non-Executive Permanent Employees	3,992 (thousand NTD)	3,747 (thousand NTD)

Link compensation scheme with corporate sustainable development

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

Incentive Guidelines

Performance-driven

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

Sustainable

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

Balanced and Competitive

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

In addition to monetary reward, we are proactively building a culture of employee recognition with non-monetary rewards.

In order to promote positive and real-time feedback among employees, MediaTek launched the vThanks app globally at the end of 2022. This app allows employees to express their gratitude to cross-country and cross-team members easily by combining the Teams device in computers. This initiative enhances the connection between employees and establishes MediaTek’s core value of inclusiveness and progress. Within one month of its launch, over 50% of the employees received more than 16,500 messages through this app.



Regulations on managers’ remuneration and shareholding

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

In order to deepen the value connection between the managers and shareholders of MediaTek and the company’s commitment to sustainable management, the Company established a basic rule for managers’ shareholding (MEDIATEK INC. EXECUTIVE OFFICER STOCK OWNERSHIP GUIDELINES) in 2022. It is stipulated that the Company’s managers are required to hold the Company’s shares equivalent to a certain multiple of their annual fixed salary during their term of office.

3.2.4 Retirement Planning

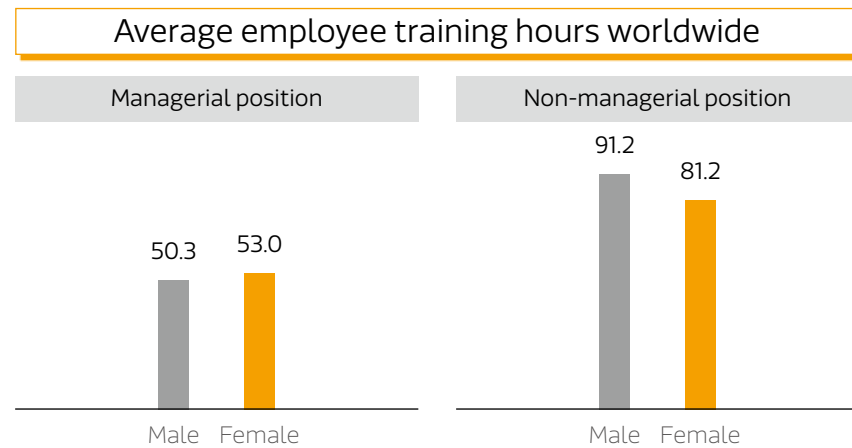
MediaTek has established retirement plans for its employees in compliance with the labor laws and regulations of the countries where it operates. In Taiwan, the company has established both a defined benefit plan and a defined contribution plan in accordance with the Labor Standards Act and the Labor Pension Act. As of 2022, the defined contribution plan was applicable to 99.2% of the employees, while the defined benefit plan was applicable to only 0.8% of the employees. The Company follows the Labor Standards Act to calculate the pension payment for employees based on their years of service and average salary for the six months prior to retirement. The Company contributes 2% of the monthly salary to the Supervisory Committee of Labor Retirement Reserve account in Bank of Taiwan. Additionally, the Company pays no less than 6% of employees’ salary to their individual accounts at Bureau of Labor Insurance every month. In 2022, the pension funds of the defined contribution plan amounted to NTD2.481 billion. The Company not only appropriates the retirement reserve fund as per the law and regulations but also hires qualified actuaries each year to perform actuarial computation of the retirement reserve fund. This is done to make provisions and recognize pension liability, ensuring that employees’ interests are protected in their pension withdrawal in the future. This approach encourages employees to plan for their long-term career and investment.

3.3 Employee Development

Material Issues: Talent Cultivation	
<p>In response to Sustainable Development Goals of United Nations/GRI</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>4 QUALITY EDUCATION SDG 4.4</p> </div> <div style="text-align: center;"> <p>5 GENDER EQUALITY SDG 5.b</p> </div> <div style="text-align: center;"> <p>GRI 103-1 GRI 103-2 GRI 103-3 GRI 404-1</p> </div> </div>	
<p>Importance to MediaTek:</p>	<ul style="list-style-type: none"> The sustainable operation and growth of the Company depend on the professionalism and management capabilities exhibited by employees. Via training and development mechanism for different levels, the Company seeks to enhance the competitiveness of employees and management, making MediaTek a global leading semiconductor company in terms of technology and operation.
<p>Commitments and Policies</p>	<ul style="list-style-type: none"> The Company has established designated organization and units to provide corresponding training and learning resources to employees and executives of different levels and roles, assisting them in job competence cultivation and career development.
<p>Goals</p>	<p>Short-term</p> <ul style="list-style-type: none"> Strengthen the job requirements in executive management to cater to the future challenge and growth facing the Company. Re-visit the learning development blueprint of executives to 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. <p>Mid- and long-term</p> <ul style="list-style-type: none"> Enhance the leadership of executives of different levels via competency development oriented executive training program. Facilitate the innovative thinking and competitiveness of employees by consistently conducting advanced technological seminars and courses. Maintain the technological and operational leading position by enhancing the professional skills and management capabilities of employees and executives.
<p>Management approach</p>	<p>Responsibility</p> <ul style="list-style-type: none"> Training and Development Unit, 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. <p>Engagement channels</p> <ul style="list-style-type: none"> Internal learning development website of the Company. Online Learning Platform Employee suggestion box (I Have Good Ideas) AI Chatbot E-mail Communication meeting between different departments Employee satisfaction survey <p>Evaluation mechanism</p> <ul style="list-style-type: none"> Pre-course requirement survey Post-course requirement survey Sharing session on application learning Professional technological subject examination Technical report publication Observation and evaluation of management behavior 360 development evaluation tool
<p>Achievements</p>	<p>Launch 360-degree feedback for leadership competence</p> <ul style="list-style-type: none"> In 2022, according to the job requirements in leadership for executives, the Company had developed the corresponding feedback indicators and system platform. In the same year, the group-wide participation rate amounted to 86%, which garnered a utilization of 27,861 times. The Company had conducted several global “report illustration sessions.” The participating executives amounted to over a thousand individuals. This was to ensure that executives were able to make use of the feedback results as an important reference for leadership development. <p>Competence centric manager training program</p> <ul style="list-style-type: none"> Using the Leadership Competency Model to assess and adjust the executive training program, the Company designed the MediaTek management case study to provide guidance for thinking and learning. Newly promoted grassroots executives were provided with a three-day off-site workshop to enable them to achieve three goals: active participation, continuous learning, and fostering relationships. They also received direct feedback from executives. In 2022, the company conducted 6 sessions of off-site workshops for newly promoted managers, with a total of 257 attendees. These workshops aimed to reinforce the knowledge gained from the training and provide practical case study workshops four months after the course. The case study workshops allowed supervisors to discuss management problems in different departments and explore available resources, expanding their thinking. Additionally, six months after the workshop, management behavior change tracking was conducted through self-evaluation and supervisor evaluation. This tracking ensured that supervisors received feedback, support, and guidance in their leadership development, enabling continuous learning and achieving the best results. <p>High potential talent</p> <ul style="list-style-type: none"> In 2022, 357 senior/medium-level managers and grassroots managers participated in counseling sessions. The total hours exceeded 2,490 man-hours. <p>Revision of global learning platform</p> <ul style="list-style-type: none"> Strengthen user experience and convenience. The platform had garnered a total of 728,591 visits, which had increased by 18% as compared to 2021. <p>Responding to pandemic requirements</p> <ul style="list-style-type: none"> Although we have entered the post-pandemic era of COVID-19, there is still a demand for remote work in offices everywhere. Therefore, we provide staff and supervisors with remote work and management manuals so that they can study independently as needed. In 2022, there were 459 visits for online learning. <p>Passing on experience</p> <ul style="list-style-type: none"> The Company has established the Innovation Award and Special Contribution Award (ISCA). In 2022, there were 15 teams who took part in the competition. After the competition, video clips were shot to record the success stories and experience sharing of five winning teams. Via the promotion activities for the newly launched online learning platform, the video clips were well received, gaining more than 44,700 views. <p>AI program and MediaTek Advanced Research Center AI lecture</p> <ul style="list-style-type: none"> We deeply cultivate in AI domain and provide resources, such as online learning and regular seminars, to help our employees continuously develop their professional knowledge. 1,085 persons were trained in total. Through MediaTek Advanced Research Center, experts from home and abroad were invited to give trend analysis and experience sharing. Over 700 persons participated in total. <p>Internal classroom courses</p> <ul style="list-style-type: none"> In 2022, all internal classroom courses saw an average satisfaction score of more than 93 points (full score was 100 points).

2022 Global Training Statistics

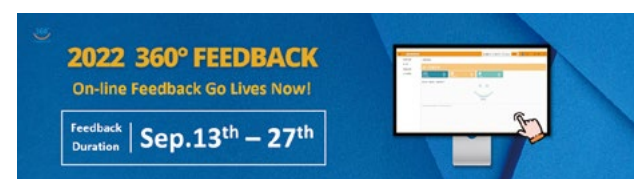
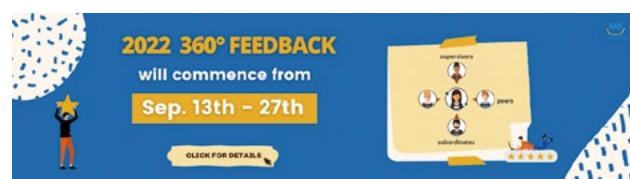
In 2022, the total hours of the training given, including online and classroom courses, exceeded 1.71 million hours, with more than 20,000 employees participating in the courses, averaging 85 hours per person



■ Male ■ Female

3.3.1 Talent Development Plan

In 2020, the Company updated the job requirements for executives' leadership roles. In 2021, the Company launched the 360-degree feedback for leadership competence project, which included feedback from executives, peers, and subordinates. This feedback mechanism provided constructive feedback to executives, helping them understand their leadership strengths and areas for improvement. The participation rate for this project was 86%, with 27,861 feedback instances. The 360-degree feedback mechanism aims to accelerate the development of leadership competence for executives, promote growth for all organization members, and create a feedback culture in the Company. The Company provides a comprehensive training program to ensure the overall high quality of the talent pool and strengthen the leadership and management capabilities of executives at different levels. The program includes the Board of Directors' participation in the training development of senior executives, development of high potential talents, and leadership development and cultivation of professional competence of executives. The Company also establishes individual development programs to assist executives and employees in consistently strengthening their career development momentum with a diverse and comprehensive education and training program.



MediaTek Learning Framework

Position	Position	Position	Position	Position
All employees	Engineers Administration staff	Line managers	Middle managers	Top manager
Training content Basic training courses	Training content Individual Training plan	Training content Direct leadership training	Training content Organizational leadership training	Training content Strategic leadership training

MediaTek Development Program

Education and Training Development for the Board of Directors and Senior Managers

MediaTek emphasizes the importance of developing its senior management team to meet the company's future goals. The company believes that senior managers should have exceptional strategic planning and operational skills, as well as uphold and practice core values such as integrity, customer focus, innovation, conviction inspired by deep thinking, inclusiveness, and constant renewal. The board of directors regularly discusses the performance, development direction, and planning of managers to ensure that the training, organization, and business development of senior managers align with the company's goals.

High Potential Talent Development

The Company conducts monthly talent counseling meetings for high-potential managers to improve their management skills and cross-team leadership abilities. In 2022, a total of 357 senior/medium-level managers and grassroots managers participated in these meetings, which lasted for more than 2,490 man-hours. Additionally, the Company provides team synergy training programs, internal TED Talks on leadership experience sharing, and other learning resources to enhance the leadership qualities of high-potential talents. As a result of these efforts, 45% of the medium executives and 35.3% of the grassroots executives in the high potential talent pool received promotions in grade level/position in 2022.

Cultivation of Leadership Capabilities

The head of human resource department discusses the important organization and rotation development program of senior executives pertaining to business development with the CEO and General Managers. The cross-unit experience is crucial in cultivating the leadership qualities of senior executives. Each year, based on different organizational issues and needs, various departments design and organize themed workshops to enhance the thinking and problem-solving capabilities of executives on different issues via a varied designs of leading method and discussion of best case studies. In 2022, the themes of workshops included discussion of strategic direction, development, analysis and solution of management performance, and cross-team collaborations. Meanwhile, to cater to the learning focal points of executives, the Company also picks the key publication of the year, so that executives can exchange learning experience via "Manager Book Club", thus fostering the management culture of the Company. In 2022, the books picked for the book club were "Developing the Leader Within You 2.0" and "Noise: A Flaw in Human Judgment". Different business departments conducted more than 60 study sessions for the year.

Leadership Competency Model

Operational Leadership Line Managers

- Facilitating changes
- Implementing innovation
- Developing talent
- Motivating crossteam Motivating cro
- Building highperformance teams

Organizational Leadership Middle Managers

- Demonstrating business acumen
- Leading changes
- Initiating and driving innovation
- Building effective organizations
- Cultivating partnership









Strategic Leadership Top Managers

- Expanding global strategies
- Leading strategic breakthroughs
- Advancing core competitiveness

Cultivation of Professional Competence

To maintain the leading position of MediaTek in terms of semiconductor technology and business operation, the Company makes adjustments to the learning development of executives and employees from different levels in a timely manner based on internal and external environmental needs. E.g., to enhance the technical execution capabilities of employee, the Company re-designs the competence and learning development blueprint of executives or constructs multilingual technological training section on online learning platform (such as AI learning resource section) so as to enable group-wide employees to simultaneously learn new knowledge, as well as providing professional training for 14 levels via Arm.

Results & Achievements

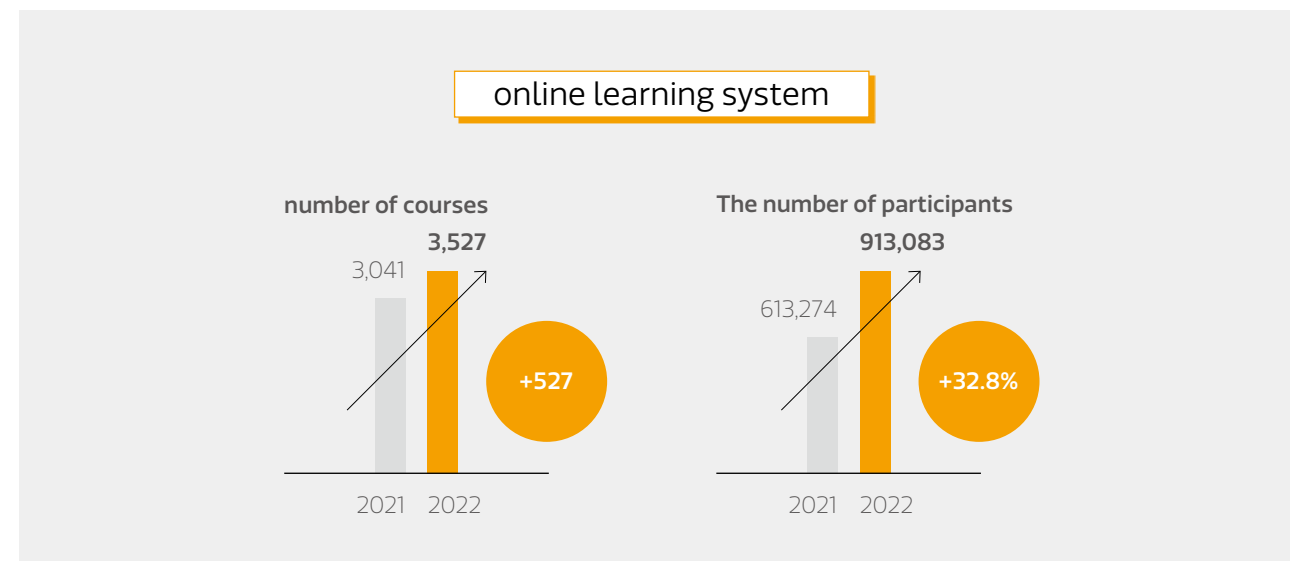
Type of Training	Content of Training and Implementation Status for 2022	Type of Training	Content of Training and Implementation Status for 2022
 <p>Training for New Recruits</p>	<ul style="list-style-type: none"> When reporting to work in Taiwan on the first day, new recruits are assisted and introduced the policies and systems of the Company. One to two months later, they are introduced to the common language courses (core values, responsibilities and Plan-Do-Check-Act (PDCA)) for half a day so , allowing them to gain better understanding of the corporate culture. In 2022, as the COVID-19 outbreak subsided in the second half of the year, the corporate culture recognition course for new recruits after one or two months of employment was reorganized into a physical course, and the curriculum was also revised in Taiwan. By doing so, it allows new recruits to get to know the company culture and integrate into the working environment in a lively and interactive way through room escape. A total of 2,746 persons completed the orientation training worldwide in 2022 The training is being conducted fully online for the first time in 2022. After the revision, the interactive and innovative program content helped up to 294 summer interns complete their first day of orientation training, and the satisfaction rate is up to 95 points. All departments are responsible in consistently updating the training blueprint of new recruits under their purview. MediaTek closely monitors the workplace and laboratory safety. Employees in the engineering units must pass the laboratory safety training before working on the apparatus in the laboratories. <p>The courses include compulsory courses covering the health and safety management, workplace Unlawful infringement prevention, insider trading prevention, etc. The completion rate of the training amounted to 100%.</p>	 <p>Technical and Engineering Training</p>	<ul style="list-style-type: none"> In 2022, 14 sessions of technical training were conducted by engaging external speakers on remote live streams. The training garnered 1,180 participants, providing 16,551 training hours. To consistently improve the professional technical capabilities of employees, the number of newly added online technical training courses amounted to over 350 modules, garnering a group-wide utilization more than 31,789 times. The Company has consistently reinforced AI courses and provided training to 1,085 participants. Through MediaTek Advanced Research Center, experts from home and abroad were invited to give trend analysis and experience sharing. Over 700 participants participated in total. In response to the development of advanced semiconductor process, we set up a dedicated course to train project leaders on relevant expertise and internal management of corresponding processes. A total of 112 Project Leaders participated, and 9 major topics (including Chiplet and other related technologies) were discussed.
 <p>Leadership Competency</p>	<p>To cater to the strategic goals and orientation of leadership competence, the Company re-designs the principal axis of the management courses. Using diverse learning methods, the Company seeks to enhance the management capabilities of executives. In 2022, a total of 18,869 participants completed the training.</p> <ul style="list-style-type: none"> Middle managers: By using case studies and group sharing, we reinforce managers’ business intelligence, strategic thinking, organizational design, and talent development skills. In 2022, the “Business Simulation” course was introduced. Through simulation and in-depth discussions, managers can experience the business decision-making process. In addition, customized courses such as “Executive Presentation Clinic” and “Strategic Goal Setting” are held for medium-level (and above) managers; by coaching with actual cases in small groups, managers can directly apply what they have learned in the real workplace. Front-line managers: By studying Harvard management case studies, executives are guided to undertake a broad spectrum contemplation on practical management. Furthermore, a three-day off-site workshop is held for newly promoted executives, which gives rise to an intensive, continuous and concentrated learning effect, as well as cross-departmental interaction and connection. This shall be helpful to future departmental collaboration. The four-month practical case study workshop after the course allows managers to exchange possible ways of dealing with management problems from different departments and available resources, thus broadening the horizon of thinking; in 2022, 5 sessions have been held. Six months after the course, regarding tracking changes in management behaviors (self-evaluation and superior management evaluation), the results of the pre- and post-evaluation are statistically analyzed by T-test. Those with significant differences mean that the managers are able to implement leadership development in daily management practices, and a significant learning effect is achieved. To enhance the management competence of executives, facilitate effectively good working communication and provide employees with a healthy working environment, the Company purposively engages professional psychologists to conduct “Management Sensitivity Training”. Each course comprises six hours of training. Apart from newly promoted executives, the trainees also come from different business departments and organization units, which also require such training courses. In 2022, in-person training was conducted for five sessions and online training was conducted for two sessions. A total of 266 executives and senior employees attended the training. To assist medium level executives in enhancing their leadership competence, in 2021, the Company had implemented a 360-degree feedback mechanism. Subsequently, online forum to share and illustrate the interpretation of feedback report and training skills was purposively conducted for the learning of executives. Up to 2022, over 1,000 executives were keen to participate in the dialogue and discussion. 	 <p>Personal Effectiveness Training</p>	<ul style="list-style-type: none"> These courses include presentation skills, project management, interpersonal interaction and communication, creativity, innovation and problem analysis and resolution. In addition, in 2022, to diversify the education, quality external online courses on problem analysis and solving, communication, agile project management and presentation skills were offered for employees to register anytime. In 2022, a total of 3,422 participants completed the training courses.
		 <p>Language Training</p>	<ul style="list-style-type: none"> English and Japanese Languages courses have been provided. Apart from in-person teaching, online English program has also been provided to cater to different learning needs. In 2022, a total of 4,446 participants had completed the courses.
		 <p>External Training</p>	<ul style="list-style-type: none"> Apart from the aforementioned internal training courses, the Company has also provided employees external training based on their job requirements so as to strengthen their professional skills and give the relevant subsidies. In 2022, a total of 649 participants applied for the subsidies.
		 <p>Learning Resources for Working from Home</p>	<ul style="list-style-type: none"> Although we have entered the post-pandemic era of COVID-19, we still need to respond the demand for remote work in offices everywhere. Therefore, we provide staff and supervisors with remote work and management manuals so that they can study independently as needed. MediaTek helps managers and employees understand the challenges and opportunities of remote management together and provides skills and techniques for adapting to work and management under the pandemic. In 2022, there were 459 visits made for online learning.
		 <p>Training for Expatriates</p>	<ul style="list-style-type: none"> In response to the global layout, MediaTek provides corresponding cultural assessment tools to enhance employees’ cultural sensitivity. By providing cultural immersion training, expatriates are able to be prepared prior to their departure. Dedicated language training programs for expatriates are designed, and 1-on-1 language training resources are subsidized. 34 expatriate employees have participated related trainings

3.3.2 Diverse Learning Resources and Channels

MediaTek places a strong emphasis on the training and development of its employees. Executives work closely with their subordinates to create yearly development plans based on individual job responsibilities, performance evaluations, and career development goals. These plans serve as the foundation for designing training programs for employees. In addition to offering training courses that are categorized based on specific areas of development, MediaTek provides a diverse range of learning resources and channels to cater to the unique needs of its employees. This includes access to online learning platforms and a manager book club. These resources ensure that employee training programs are tailored to meet the individual learning and development requirements of each employee.

Online Learning Platform

In 2020, the online learning website was upgraded and became a group-wide learning platform for sharing and co-creating globally, thus increasing learning interactivity. As of the end December 2022, the platform had provided 3,527 online courses (3,041 courses in 2021). As of 2022, the platform had garnered a total of 913,083 visits (613,274 visits in 2021), which had increased by 32.8% as compared to 2021. All permanent employees and executives are able to manage the progress of in-person courses, on-the-job training and online courses using the comprehensive online learning platform and gain better learning experience.

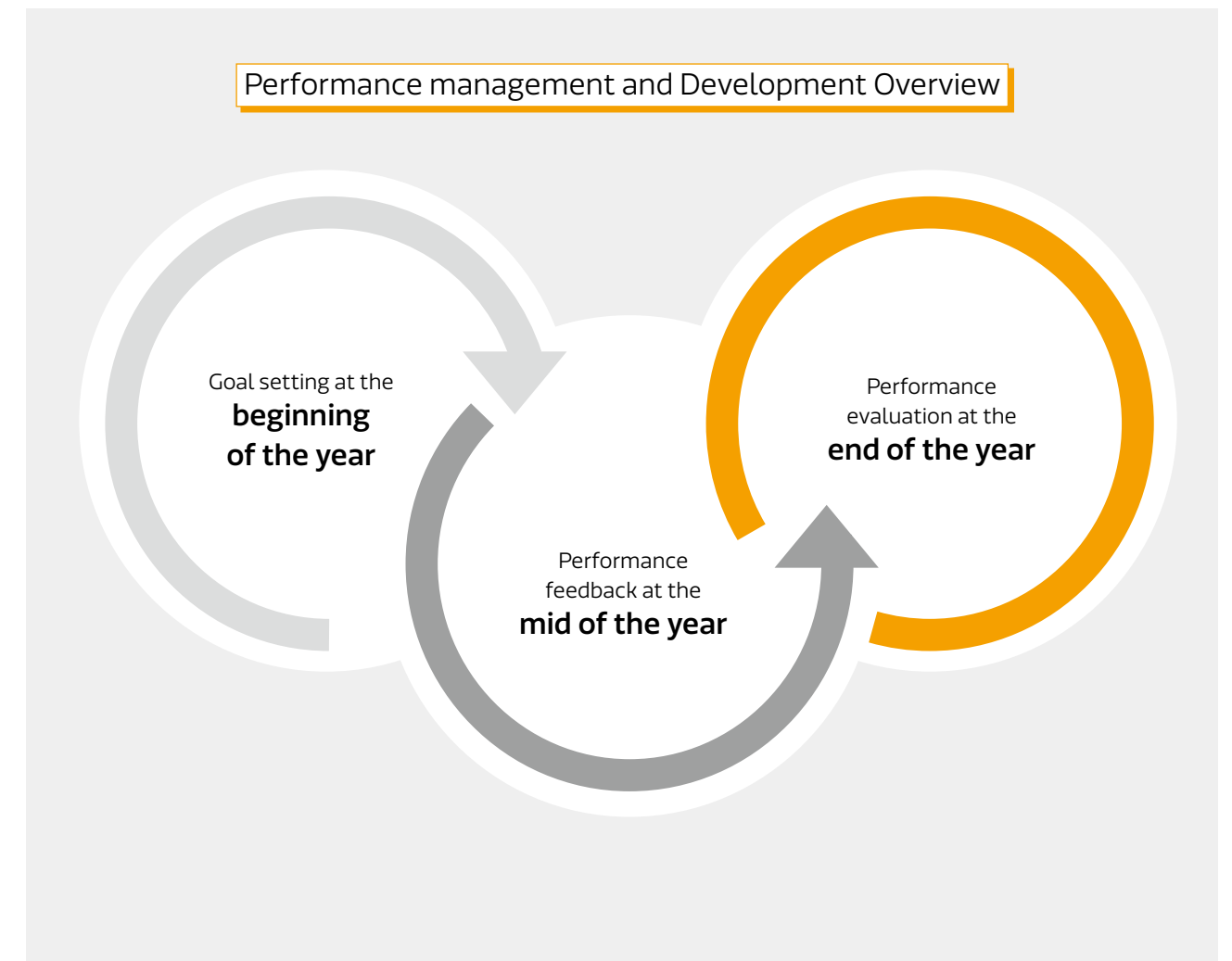


Manager book club

The training unit proposes the books of the year for the manager book club based on the Company's management strategy and the managers' development needs to the chairperson of the board of directors to make a determination, and each business department organizes the manager book club. Furthermore, cross-country offices are connected to jointly organize study sessions. In addition to sharing the knowledge acquired from the books, the challenging cases in management practice are also discussed together to expand the common language of communication and the benefits of management discussion. In 2022, all the business departments held more than 60 study sessions.

3.3.3 Performance Management and Development

To enhance organizational and personal performance, MediaTek's Performance management and Development (PmD) system focuses on developing employees through goal setting that aligns with the organization's objectives, two-way communication to reach consensus, and providing daily performance feedback. This system helps employees achieve optimal work results, demonstrate their core values, and explore their potential for future development, ultimately leading to the best organizational and personal performance.



3.3.4 Channels for Internal Job Transfer

In September 2019, MediaTek introduced an internal job application mechanism to provide its employees with diverse development opportunities and enhance their career development. This initiative aims to promote internal talent mobility and create a friendly workplace environment. Since its implementation, a total of 407 employees have applied for internal job transfers, and 188 of them have successfully completed the transfer. The success rate for job transfer matches is 46%. It is worth noting that most successful internal transfers were completed within approximately four months after the application.

3.4 Employee Experience

GO GREEN

In September 2022, MediaTek made a 2050 net zero declaration and planned to gradually reduce the total amount of carbon emissions. The goal of zero carbon emissions will be achieved through innovative technologies and sustainable actions. On the road to net zero, in addition to MediaTek's determination of implementation, to go further in the long journey of sustainability, the employees' participation is more essential. In order to raise employees' awareness and attention to environmental issues, MediaTek launched the 8-week GO GREEN energy saving and carbon reduction activity. Various activities and incentives are planned in the hope that employees can change their daily habits and achieve the goal of carbon and waste reduction. The activity is geared mainly through the following:

- 1 MediaTek strengthens employees' awareness of waste separation and dispels the myth of waste separation, so that effective separation and recycling can be carried out.
- 2 MediaTek promotes the use of self-prepared eco-friendly lunch boxes/cups and chopsticks to reduce the use of disposable plastic lunch boxes/cutlery. In addition, through printed literature, employees can understand that small actions can reduce the negative impact of human lives on the environment.
- 3 Promoting stair use, MediaTek encourages employees to take the stairs instead of the elevator, which not only helps reduce carbon emissions, but also improves physical health.

Within 2 months, we successfully attracted more than 4,000 employees from our headquarters to participate in the GO GREEN activity, and the main achievements of the activity are the following:

- ▲ 2,200 employees take their own eco-friendly lunch boxes/cups and chopsticks for meals, resulting in a waste reduction of about 200 kg of waste in 8 weeks
- ▲ In response, 1,100 employees walked up 2,136 stairs in 2 weeks, resulting in a reduction of about 427 kg of carbon emissions.
- ▲ The total reduction in carbon emissions from the 8-week activity is at least 600 kg.

After the activity, the proportion of employees bringing their own eco-friendly lunch boxes/cups and chopsticks continued to increase. They joined hands with MediaTek to integrate the spirit of sustainability into their lives. To thank our employees for their enthusiastic support of sustainability initiatives, MediaTek held a eco-friendly picnic concert after the activity. A band using recycled materials as percussion instruments was invited to perform, and no disposable tableware was used throughout the event, thus implementing green living.

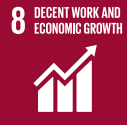



3.4.1 Human Rights Policy



MediaTek respects human rights and strives to create a respectful workplace. The Company adheres to the local laws and regulations worldwide and supports internationally recognized human rights standards. These standards include the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights, the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the OECD Due Diligence Guidance for Responsible Business Conduct, the Responsible Business Alliance (RBA). To ensure compliance with these standards, MediaTek has established an internal [human rights policy](#). The company is committed to fulfilling its responsibility of protecting human rights by referring to the latest international human rights standards and related regulations. By doing so, MediaTek aims to create a workplace that respects and upholds human rights.



3.4.2 Employee Communication

Material issues: labor relation	
<p>In response to Sustainable Development Goals of United Nations/GRI</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH SDG 8.8 GRI 402-1</p>  
<p>Importance to MediaTek</p>	<ul style="list-style-type: none"> ▲ To generate good employee experience, MediaTek has established real-time and two-way communication channel to accurately and quickly convey company information to employees, as well as listen and respond to employee opinions. We integrate and transparently communicate each other's expectations and feelings to build sustainable and strong employee relationships.
<p>Commitments and Policies</p>	<ul style="list-style-type: none"> ▲ The company has set up communication and employee relations organizations and departments to promote global communication standards and advocate the 5C Model (Common language, Consider others, Clarify, Confirm, Concise) to ensure the effectiveness of team communication across geographies and languages. Meanwhile, the Company utilizes a set of diverse, online and offline communication channels for both employees and the Company to engage in a two-way communication to improve the understanding and responses to one another. On a regular basis, the Company conducts employee opinion survey, and responds and makes improvements based on the results of the survey to establish a sustainable development workplace.
<p>Goals</p>	<p>Short-term</p> <ul style="list-style-type: none"> ▲ Collectively implement group communication standard and establish a friendly communication environment. ▲ Via a diverse set of communication channels, disseminate effectively the Company goals and policies. Gather and respond to the thoughts and recommendations of employees. <p>Mid- and long-term</p> <ul style="list-style-type: none"> ▲ Conduct employee opinion survey regularly. With regard to employee feedback and expectation, the Company has organized optimization teams to conduct planning and carry out the implementation so as to increase employee satisfaction. ▲ The Company continues to use online and offline communication channels to effectively communicate and implement its future goals.

Material issues: labor relation

 Management approach	Responsibility	<ul style="list-style-type: none"> Relevant units of human resource management, and various operational and functional units.
	Resources	<ul style="list-style-type: none"> Business management budget
	Engagement channels	<ul style="list-style-type: none"> Manager communication meetings Regular meetings of various units Labor-management meetings Employee complaint mailbox Employee suggestion box (I Have Good Ideas) Employee service platform (online canteen feedback and maintenance service) Questionnaire survey of satisfaction AI Chatbot
	Evaluation mechanism	<ul style="list-style-type: none"> Operation of manager communication meetings. Convening of labor-management meetings and meeting minutes. Utilization status of employee complaint mailbox and company feedback mailbox. Reply rate and reply time of employee service Analysis of group-wide employee opinion survey results and cross-period comparison. Use status of the communication platform—staff suggestion box (I Have Good Ideas) Utilization status of AI service robot, AI Chatbot.
 Achievements	Manager communication meetings	<ul style="list-style-type: none"> Every season, the CEO and general managers shall take turn to convene the meeting, one session in Chinese and English Languages each. In 2022, eight sessions were convened. We also invite heads of departments worldwide to attend the meeting so as to receive first-hand information from the management.
	Labor-management meetings	<ul style="list-style-type: none"> Each quarter, one session is convened. In 2022, four sessions were convened and the attendance rate was 100%.
	Employee Complaint box and Employee suggestion box	<ul style="list-style-type: none"> In 2022, six complaints were received and handled properly.
	Global Employee Survey	<ul style="list-style-type: none"> Global employee surveys are conducted every two years. The latest survey was conducted in 2021, and the next survey is expected to be conducted in 2023.
	Employee Communication Platform	<ul style="list-style-type: none"> The original FAQ was revised in March 2022, and frequently asked questions have been placed on the company's AI Chatbot, which responds to employee questions 24/7 all year round. The average number of visits per month reached 3,077 and the average number of questions sent was 21,000. On the I Have Good Ideas communication platform, Employees are invited to make joint efforts to build a great company environment and able to make suggestions on the Company's overall environment, workflow, operational development and employee benefits. The recommendations are categorized by topics and sent to each responsible unit for evaluation, then are included in the work plan for implementation. A total of 550 employee suggestions were received in 2022, and the response rate was 100%. On the employee service platform (repair service and canteen feedback), 2,469 questions from employees were answered, and the average response within 3 days was 82% in 2022

Robust Utilization of Diverse Channels to Implement the Communication Spirit

The internal digital newsletter for employees, MediaTeker Hub Newsletter, shapes and promotes the cultural values

In 2022, the MediaTeker Hub Newsletter, was revised and published as a bimonthly bilingual employee newsletter. Through interviews and thematic reports, the organizational strategies, corporate culture, important news, etc. are presented in short reports with lively visual design to help employees better understand the Company. In addition, through the highlights of activities around the world, we present the energetic side of our employees and unite employees from different regions in a relaxed way. In 2022, there were 6 issues of the newsletter, which were read by an average of 3,700 people per issue, and the satisfaction rating was 4.4/5.



Diverse Employee Feedback Channels

MediaTek has established employee complaint mailbox to properly handle complaints via a complete system, providing employees a fair and just workplace environment. In 2022, the mailbox received six complaints, which had been handled, and improvements had been made.

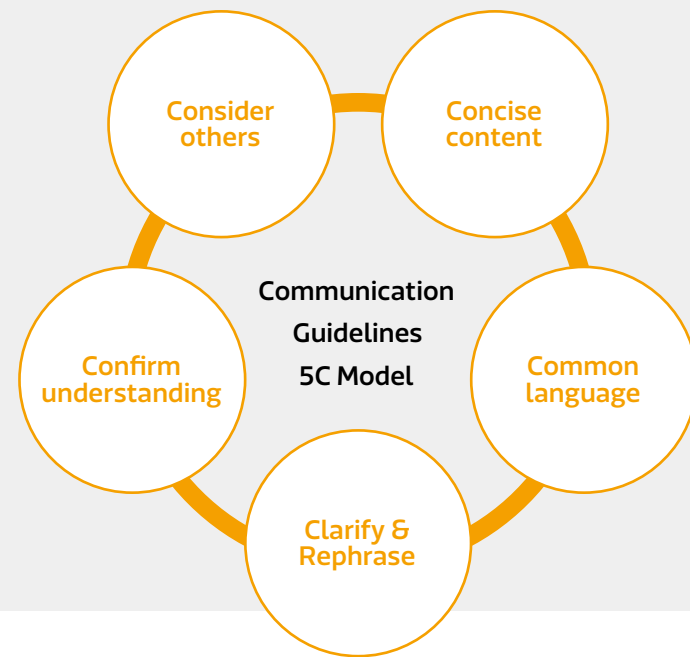
To enable employees to promptly receive the information needed, especially for those who are out of office hours or out of the office area to get the information they need as soon as possible, the Company has developed Awere Alpha. In December 2020, it was officially launched, enabling employees to post 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 acquire a pioneering technological experience under a corporate culture that emphasizes innovation and actions. In 2022, there were 149,096 visits and 253,938 questions.

Strengthening consensus via holding manager communication meetings and all-employee communication meetings

MediaTek celebrated its 25th anniversary in 2022 with the theme "From One to Number One". The company organized various online and offline events to recognize the contributions and achievements of its employees worldwide over the past 25 years. These events included immersive online experiences, real employee sharing, and opportunities for global employees to celebrate together. The "Portrait of MediaTek" activity collected over 1,500 shares from employees around the world to understand what working at MediaTek represents to individuals and families.

MediaTek Group Communication Guidelines

To maintain an open and equal communication environment with free flow of information, MediaTek launches the Group Communication Guidelines to promote the 5C Model, namely common language, consider others, clarify, confirm, and concise, so as to ensure the effectiveness of communication of cross-region and cross-language team meetings, correspondences and conversations.



3.4.3 Benefit Policies

MediaTek pays attention to the health and benefits of employees, and all the offices around the world established benefit system that is superior to the local law and regulations of respective locations of operation. Of which, in Taiwan, apart from the personal/sick leave, marriage leave and pregnancy checkup leave, the Company also provides a leave system that is superior to regulatory requirements, including an extra seven days of flexible annual leave to increase the convenience for employees in arranging their days-off. The measure shall provide work-life balance to employees. Furthermore, the Company also provides one day of paid volunteer leave per year to fulfil its CSR and encourages employees not to forget to give back to the society amidst their work schedules.

Utilization in 2022	
<p>Leave</p>	<p>Statutory standards:</p> <ul style="list-style-type: none"> 12 public holidays each year <p>Measures Superior to Regulatory Requirement:</p> <ul style="list-style-type: none"> Extra 7 days of annual leave (19 days after combining public holidays). In 2022, the utilization rate amounted to 95%, which exceeded 540 thousand hours.
<p>Volunteer leave</p>	<p>Regulatory Requirement:</p> <ul style="list-style-type: none"> None <p>Measures Superior to Regulatory Requirement:</p> <ul style="list-style-type: none"> Employees are entitled to one day of paid volunteer leave per year, and the leave can be applied separately. During 2022, a total of 244.5 hours had been conferred for volunteer leave.

3.4.4 Workplace Diversity and Inclusion

MediaTek believes in the values of Diversity, Equity and Inclusion, and regards its employees as its most valuable assets. We believe that creating an inclusive workplace helps increase creativity and innovation, improves problem solving, and enhances employee engagement and loyalty. It is also the key for building a sense of belonging and ensuring that all employees have an equal opportunity to be successful and grow with the company.

MediaTek is dedicated to realizing the spirit of diversity and inclusion and has a complete [MediaTek Declaration of Diversity, Inclusion and Workplace equity](#). Moreover, we will also facilitate the understanding and implementation of diversity, equity and integration between management and employees to achieve the goal of corporate sustainable development. To support the values of diversity and inclusion, we have taken practical measures, e.g., we have established transparent and open communication channels so that employees can fully express their suggestions and share their perspectives. We also provide ongoing training and development opportunities to help employees reach their full potential and expand their career development. In addition, we proactively seek out diverse talent and implement job equity to ensure that everyone has a fair opportunity to succeed.



Encourage community interaction and enhance employee sense of belonging

“Innovation” is one of the crucial values of MediaTek, and the key to innovation comes from recruiting diverse talents and creating an inclusive and reassuring workplace environment where employees can fully realize their potential and fulfill themselves. In 2022, we expanded the existing employee groups and established two Employee Resource Groups (ERGs), set up employee support and communication communities to support each other’s growth and promote multiethnic communication.



Expatriate community: Global Family

Through the three major aspects, networking, culture engagement, and inclusive workplace, we help overseas hired employees to grow in MediaTek and establish a feedback channel between them and the Company in order to make the headquarters a friendly working environment for international talents.

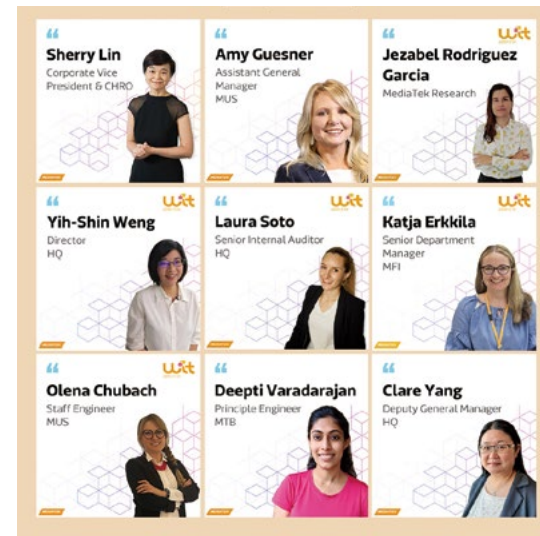
- There are about 130 expatriates at MediaTek’s headquarters, and the largest ethnic groups are Malaysians and Indians.
- Three events were held in 2022: DIY Experience of Making Mid-Autumn Mooncakes, Diwali celebration, and talk with senior managers (fireside talk with senior executives). Through different kinds of activities, we can create opportunities for foreigners and local employees to communicate with each other. Moreover, they can talk to each other and their supervisors about their overseas working experience in a more relaxed atmosphere.



Women in Tek



MediaTek has created a community platform for female employees to help them boost their self-confidence, unlock their potential and proactively pursue their career development. In 2022, a large-scale event was held to recruit female volunteers to become “Advisor Buddies.” The event aimed to assist newly recruit female employees gain a foothold in the workplace while developing their own leadership skills.



Nurturing a Diverse and Inclusive Workplace

Management goals of workplace diversity

2022 Implementation Status



- ▶ The overall training rate of the sexual harassment prevention course was 98%, and new employees' training completion rate was 100% in the year.
- ▶ Employee Resources Group (ERG) was expanded, and the technologic woman power community—women in Tek—and the community of foreign workers in Taiwan—Global Family community—have been established.

2023 Management Goals



- ▶ 100% completion rate for sexual harassment prevention course.
- ▶ 1-2 employee resource groups are added to care for employees from minority groups, thus building a friendly workplace.

Promote workplace equity

1 Protection of human rights

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

2 Compensation system

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

3 Female Employment

- ▶ MediaTek is committed not to impose gender discrimination on job applicants. In 2022, female employees constituted 20% of total employees of MediaTek and its global subsidiaries. The female employees in R&D and technical departments amounted to 3,241 individuals, which constituted 17.9% of total employees in the Company's R&D and technical departments, which is higher than the average female graduates of electronics, electrical, and computer science and information engineering in Taiwan (13~15%).

4 Implementation of equity in Workplace and Prevention of Wrongful Acts

- ▶ MediaTek has launched and established friendly workplaces globally. The Taiwan headquarters complies with the provisions of Occupational Health and Safety 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 of new employees for 2022 amounted to 100%. Meanwhile, in accordance with “Act of Gender Equality in Employment,” “Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace,” “Sexual Harassment Prevention Act,” “Regulations of Sexual Harassment Prevention,” and “Stalking and Harassment Prevention Act the Company” has established the “Sexual Harassment Issue Management Committee”, sexual harassment prevention hotline and complaint mailbox to manage the issue therein. In 2022, four sexual harassment complaints were received, and all of them were handled promptly.
- ▶ For training on prevention of wrongful acts in workplace for 2022, the completion rate of new employees amounted to 100%, and the completion rate of all employees amounted to 98%.

MediaTek was honorerecognized by Hsinchu Science Park for “Promoting Equal Rights in the Workplace.”

MediaTek has implemented the values of Diversity, Equity and Inclusion into its internal policies, and has proactively created a family-friendly workplace. MediaTek received the 2022 “Ministry of Science and Technology’s Promotion of Gender-Equal Workplace Excellence Award.” We provide working parents with appropriate support in 3 major aspects:



01

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

MediaTek’s Nursery is now the largest corporate-run nursery in the Hsinchu Science Park, which occupies an area of 600 pings. The spacious space allows children to play in the classroom without worries. Considering the time requirements of the employees when they go to/get off work, the nursery school system is designed to provide a flexible system for children to go to/get off school. Therefore, employees can pick up and drop off their children according to their needs.

02

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

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

03

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

According to the “Occupational Health and Safety Act” and the “Regulations of Protection of Female Workers’ Maternal Health,” MediaTek has established “Maternal Health Protection Plans” to ensure the physical and mental health of pregnant, postpartum, and breastfeeding female employees. For details, please refer to 3.5.2 Friendly Family

3.5 Occupational Health and Safety

The Company has passed the certification audit for the ISO 45001 Occupational Health and Safety Management System. The goal is to guarantee workplace health and safety through systematic management.

3.5.1 Occupational Health and Safety management

Health and Safety of workplace:

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

Item/goal	2022 Implementation Status	2023 Management Goals
Conduct professional training for first-aiders to meet regulatory requirements (retraining has been done in 2022)	Achieve The first-aider training was held in 2022.	The Company will conduct first-aid training in 2025. Refresher training is conducted every three years. The first-aid qualification will remain in effect through 2023
Organizing annual staff evacuation drills (11 drills were scheduled to be held in 2022)	Achieve The Company conducted 14 exercises, garnering 10,865 participants.	The Company anticipates conducting 14 exercises, in which the scope includes Hsinchu, Zhubei and Taipei.
Organizing health promotion activities (13 activities were scheduled to be held in 2022)	Achieve In 2022, sports events were temporarily suspended due to the pandemic and were held online or in an adjusted format. 36 multifaceted health promotion events were held with a total of 6,437 participants.	A total of 38 multifaceted health promotion activities were scheduled for 2023.
Risk identification on health and safety of workplace (conducted annually)	Achieve The Company conducted hazard identification and risk assessment pertaining to key operations or higher potential hazard incidents.	The Company shall continue to conduct hazard identification and risk assessment pertaining to key operations or higher potential hazard incidents.

Since 2015, the company has regularly conducted employee evacuation exercises, which exceed the industry average. These exercises aim to familiarize all employees with evacuation routes, assembly locations, and head-counting. The exercises also include fire extinguishing simulations and first-aid routines. The buildings used for the exercises include office buildings in Hsinchu, Zhubei, and Taipei. In the yearly exercise, there were 10,865 participants, which is 1,736 more participants than in 2021 (9,129 participants). To ensure there are no blind spots in environmental safety, the company promotes the importance of safety features to employees and visitors. It also performs regular environmental and operational safety checks on offices, public areas, meeting rooms, laboratories, customer office areas, and factory equipment areas.

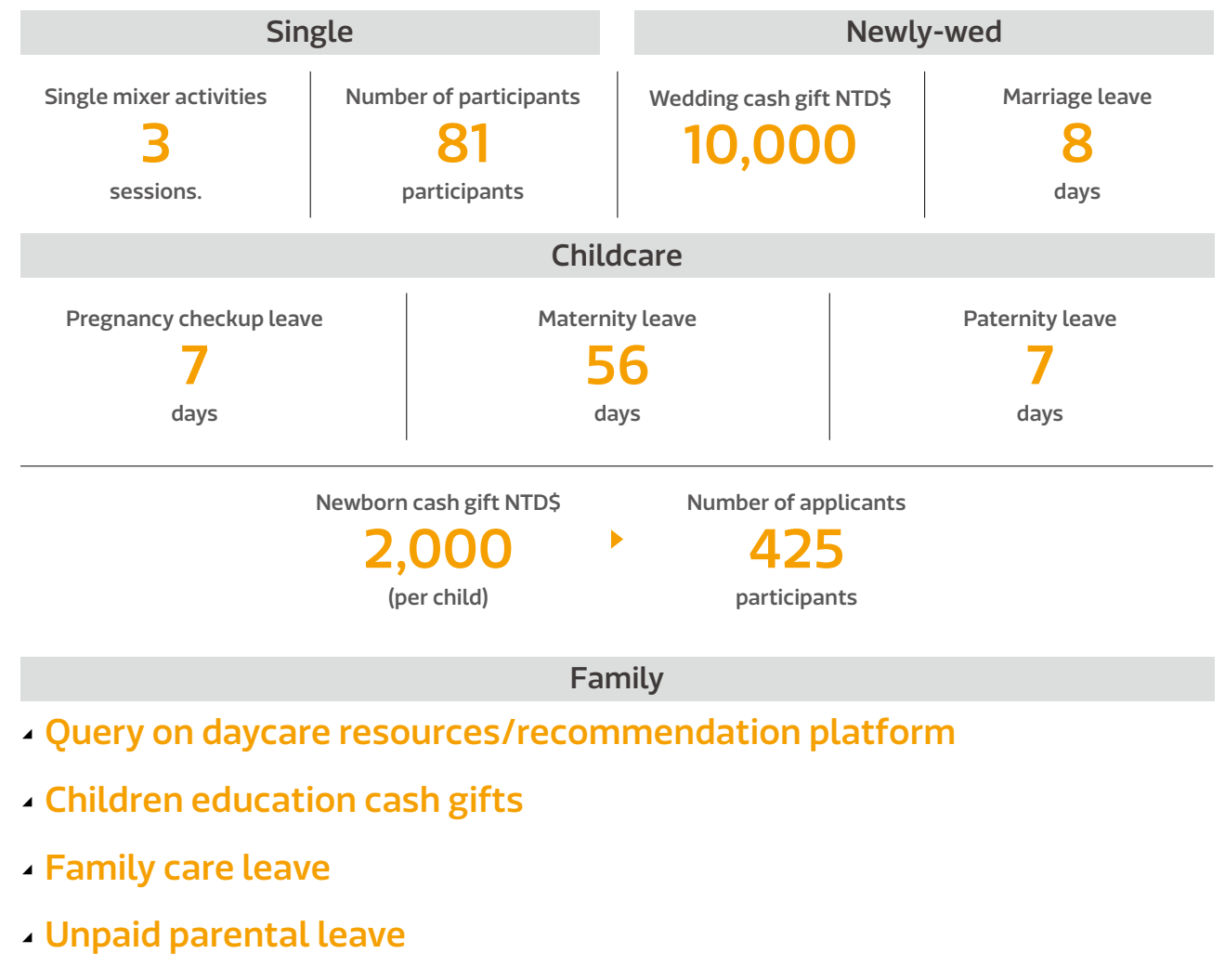
Disabling Occupational Accidents in the past three years				
Item/Year	Gender	2020	2021	2022
Disabling injury frequency rate (FR)	Male	0.59	0.28	0.25
Disabling Injuries (counted when resting hour exceeds 8 hours) x 1,000,000 / Total hours worked	Female	1.61	0.54	0.47
Total		0.76	0.32	0.29
Occupational disease rate (ODR)	Male	0	0	0
Occupational disease cases x 1,000,000 / Total hours worked	Female	0	0	0
Total		0	0	0
Disabling injury severity rate (SR)	Male	11	7	4
Number of work days lost x 1,000,000 / Total hours worked	Female	15	2	14
Total		12	6	5
Absenteeism rate (AR)	Male	0.00300	0.00006	0.00400
Number of absent days / Number of available working days in a given period	Female	0.00900	0.00003	0.00900
Total		0.00400	0.00005	0.00500

Note: The number of absent days include the number of days for personal leave, sick leave and occupational sickness leave. Sick leave (including unpaid sick leave, half-pay sick leave and menstruation leave): 87,109.49 hours. Occupational sickness leave: 1,124.5 hours. Total working hours: 24,440,896

To ensure the effectiveness of the contractors' safety management, on-site workers have all been given a course on occupational health and safety to inform them on potential hazards and construction safety protocols, so as to prevent any occurrence of occupational accident. In 2022, the number of contractors attending the safety course amounted to 793 participants. As a result, no disaster or accident had occurred during the year and no loss had been incurred.

3.5.2 Establishment of Friendly Workplace

Family care



Maternity protection:

The Health Center carefully designs the diaper pads and muslin washcloths exclusive for MediaTek babies. Each building is equipped with standard breastfeeding rooms. A total of 39 rooms are available to the use of at least 41 employees. The Company 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.

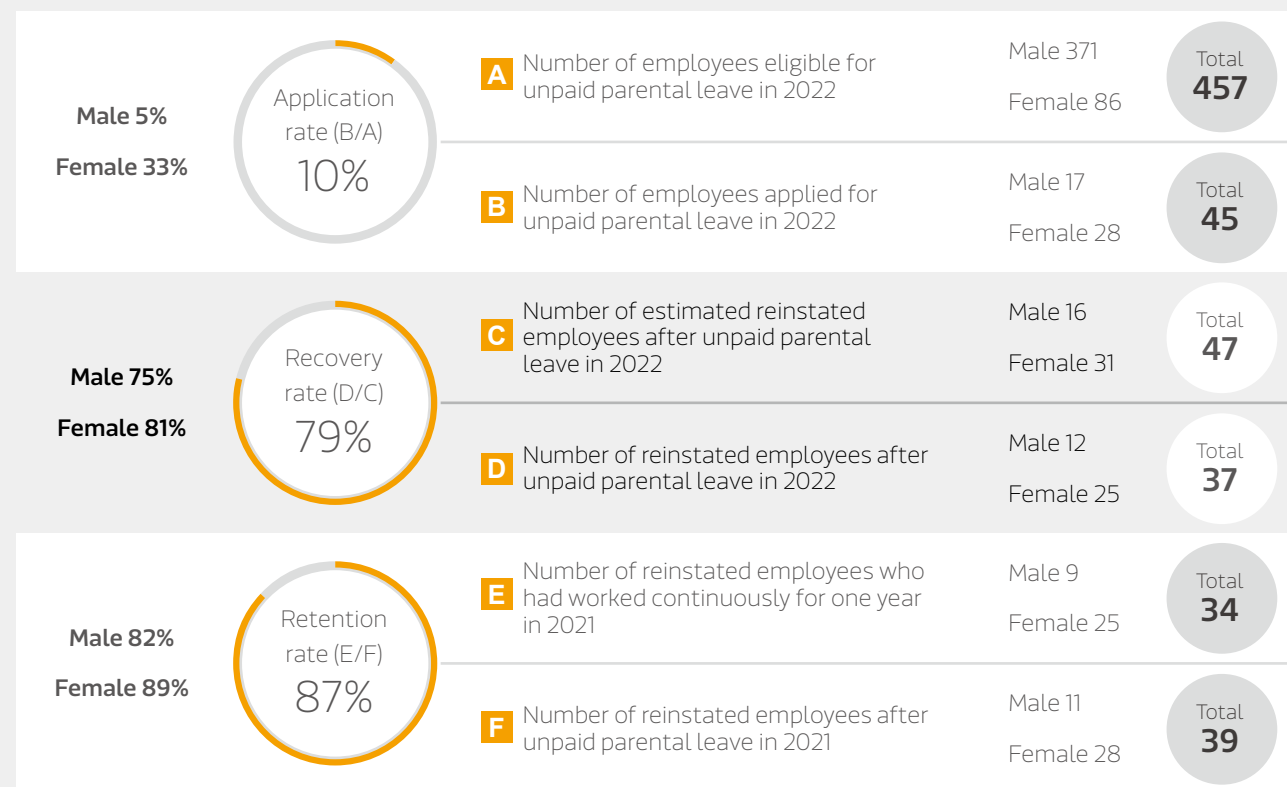
In 2022
70
mothers received maternity health services

46
interviews were conducted by doctors.

Encouraging Childbirth:

MediaTek's "Work Rules" adhere to the Labor Standards Act, Company is not allowed to terminate the employment of an employee during the paternity leave. Female employees are entitled to a combined of 56 days of maternity leave for the period before and after labor. Male employees may choose to take the 7-day paternity leave when their spouses are in pregnancy or during the 15-day period before and after the day of labor (or miscarriage). Paternity leave is also a paid leave. MediaTek also provides a childbirth cash gift to congratulate families welcoming new members. Employees may apply for unpaid parental leave if necessary. In 2022, the reinstatement rate for unpaid parental leave applicants amounted to 79%. MediaTek provides adequate assistance to reinstated employees who had taken unpaid leave, so that they are able to re-adjust to the working environment.

Application rate for unpaid parental leave, reinstatement rate and retention rate in Taiwan for 2022



- ▲ **A** Number of employees eligible for unpaid parental leave in 2022: For the period between January 1, 2022 and December 31, 2022, the number of applications for paternity and maternity leaves.
- ▲ **B** Number of employees applied for unpaid parental leave in 2022: For the period between January 1, 2022 and December 31, 2022, the number of applications for unpaid parental leave.
- ▲ **C** Number of estimated reinstated employees after unpaid parental leave in 2022 The number of employees whose unpaid parental leave expired between January 1, 2022 and December 31, 2022.
- ▲ **D** Number of reinstated employees after unpaid parental leave in 2022: The number of employees whose unpaid parental leave expired between January 1, 2022 and December 31, 2022 and had reinstated during the period therein.
- ▲ **E** Number of reinstated employees who had worked continuously for one year in 2021: The number of reinstated employees whose unpaid parental leave expired between January 1, 2021 and December 31, 2021 and is still with the Company one year after reinstatement.
- ▲ **F** Number of reinstated employees after unpaid parental leave in 2021: The number of reinstated employees whose unpaid parental leave expired between January 1, 2021 and December 31, 2021.

3.5.3 Employee Welfare

Environment

Employee centric workplace

MediaTek values a safe and adequate workplace. In 2022, the Company had rolled out friendship measures for the convenience of employees in the office and public areas in hopes of providing a better quality work environment.

- ▲ In line with the growth of our workforce, MediaTek provides spacious office space for our employees. A total of 1,760 new office seats were added in 2022. For employees' comfort and health in the office, the new seats are ergonomic.
- ▲ To promote employees' physical and mental health, three new office buildings have been established. All of these buildings are equipped with a gym, a massage room, an employee cafeteria and a creative thinking space.
- ▲ Taking care of employees' accommodation and transportation, we provide short-term accommodation for new employees and provide shuttle bus service for their commuting.
- ▲ The parking lot entrances of all offices in Hsinchu show the number of cars remaining, and an app has been introduced for checking the number of parking spaces remaining so that employees can plan their driving routes more efficiently.
- ▲ An online repair reporting system was set up to provide prompt response to repair needs in offices. In 2022, a total of 1,670 repairs were processed, 78% of which were completed within 3 days, and nearly 90% of which were completed within 5 days.



Healthy and Hygienic Canteen Services

- ▲ The staff cafeteria in MediaTek comprises 30 vendors. On average, the dining rate exceeds 90% each day. The vendors serve approximately 18,000 meals and provide a wide variety of dining options each day. The Company consistently strengthens food health and safety management, including bi-monthly SGS inspections and checks.
- ▲ The 2022 on-site restaurant satisfaction survey was completed by more than 4,300 employees and received a satisfaction rating of 3.7/5.
- ▲ A food and beverage feedback platform has been set up to continuously collect suggestions and maintain the quality of the food service. 799 feedbacks were received in 2022, and more than 90% of them were improved within 3 days.

Environment

Healthy and Hygienic Canteen Services

- As the control of the COVID-19 is gradually removed, the dining rooms of cafeterias are reopening progressively. At the same time, we encourage our employees to use cafeterias' plates or bring their own lunch boxes, which are healthy, safe and environmentally friendly.
- In 2022, the Company purchased Mid-Autumn Festival gift boxes from local merchants, and employees are also able to purchase extra boxes as gifts for their friends and relatives. The total number of boxes ordered reached 9,880, which is a 62% increase compared to 2021.

Physical and Mental Health Promotion

Gym

- Each office is equipped with fitness facilities and equipment for employees to exercise. Regarding equipment purchase, we set up much self-generated sports equipment to encourage employees to exercise and keep healthy, and also support energy saving and carbon reduction, thereby protecting the environment. According to statistics, the employees visited 114,200 times in 2022 (in line with the government's pandemic prevention policy, the gym is closed from June to July), and the usage rate of the gym is 100% every day.

On-site medical services

- The medical team from National Taiwan University Hospital Hsin-Chu Branch visits the Company 30 times each month to provide one-to-one medical consultation for the employees. A total of 1,164 appointments had been made.

Massage

- In 2022, 40 visually impaired masseurs were engaged and provided 12,678 massages; the reservation rate reached 100%.

Health Checkup and Management

- Each year, every employee is entitled to a medical checkup fee of NTD6,500 and a half-day medical checkup leave, which exceed the regulatory requirements. Each first level executive or above is entitled to a medical checkup fee of NTD15,000 and a full-day medical checkup leave. MediaTek also pays close attention to the mental health of employees. In the yearly medical checkup, employees are encouraged to indicate their own mental state using the "Self-Assessed Sentiment Scale". The measure not only enables employees to gain an understanding of their own mental state, but also allows psychologists in the Health Center to care for and follow up on employees with higher risk. At the same time, nurses may also provide education and consultation on various diseases based on the yearly health checkup. Doctors may be arranged to provide consultation based on actual needs of employees. The results of medical checkup each year are analyzed, and follow-up actions and care are provided to employees with abnormal checkup results. Additionally, various health talks and promotion activities are planned and implemented. In 2022, 94% of the employees applied for health check subsidies, and the expenses for health checks amounted to NTD69.06 million.

Employee Assistance Programs

- To foster a healthy workplace, the Company two types of comprehensive employee assistance program, i.e. external and in-house programs. Regarding external program, we cooperate with "Newmind EAP Consultation Co., Ltd." Under proper privacy protection, employees are able to contact with the said organization without pressure for professional consultation, psychological advices, legal and family-related issues. The company pays for all services related to the EAP employee assistance program. Each person is entitled to use the service for free three times a year. The usage rate is 4% in 2022 based on statistics.

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

Level 1: prevention and education

Based on frequently asked questions posted by employees, the program collaborates with Employee Assistance Center. Each quarter, information on stress management, childcare issue, intimate relationship, interpersonal communication, etc. is disseminated.

Level 2: employee interviews and complaint handling.

The Company has hired in-house psychologists to promptly assist employees and executives, providing a comprehensive care network.

Level 3: Handling of employee crisis incidents

These include handling of absent from duty, occupational sickness and other emergency assistance. In collaboration with human resource departments, the program has a set of comprehensive protocols for handling such matters to prevent timely and extensive assistance.

Leisure Benefits

Benefits Subsidies

- To enable company benefits better catering to employee needs, since 2019, the Company has implemented "flexible benefit" scheme, allowing each employee to utilize one to five company benefits, e.g. travel subsidy, yearly shopping, culture and entertaining, optional health examinations and family insurance. The employees may distribute the expenses for each benefit as they wish. In 2022, due to the pandemic, the overall reimbursement rate of 97% was comparable to the preceding year, proving that the flexible benefit scheme is still applicable in catering to employee needs despite changes in the external environment.

Club Activities

- In 2022, there were 64 clubs, and the newly established clubs include the Water-Friendly Fishing Club, the Marine Ecology Club, the Taipei Bartending Club, the Compassion and Fitness Club and the Zhubei Dragon Boat Club. The company provides a variety of clubs for employees to participate in. A total of 3,062 people participate in clubs at the Company.

Health Promotion Activities

Each year, the Company plans for and carries out health promotion activities and sporting events. In 2022, due to the pandemic, the only sporting event, i.e. the badminton competition was held. Other health promotion activities were held virtually instead. Each quarter, based of the health needs of employees, the Health Center disseminates designated themed health education, whilst also conducts four online talk series on stress release. These activities are generally very popular among employees. In addition, to improve the managers' health, we regularly arrange hiking activities and health seminars for the Group's managers. After work, we encourage our employees to exercise in internal and external gyms under the limitation scope of the pandemic prevention regulations. The Healthy Living Center is opened based on the adjustment of the pandemic policy. The total number of visits (including internal and external visits) reached 118,174. In 2022, 36 health promotion events were held worldwide, and 6,499 people participated in the events. These events brought the world together to achieve health and work balance.



Taiwan

10

health promotion activities were held

2,179

number of participants reached

Overseas

26

health promotion activities were held

4,320

garnered participants.

Safeguarding Employee Health Statistics on 2022 healthy workplace implementation results

Item	Implementation results of 2022	
Health Check-up		
Number of hospitals under contract for health check-up	19 Contract Hospitals	▲
Number of persons who have taken the employee health check-up	Employees: 10,160 persons, family members: 4,581 persons Employee attendance rate: 94%	▲
Number of new employees for health check-up	Response rate: 93% Interview completion rate: 100%	▲
Number of physical and mental health questionnaires returned	Reply rate: 93% · Interview completion rate: 100%	
Pandemic Prevention		
Follow-up of suspected and confirmed patients	5,507 persons have been followed up.	
Preparation of supplies for pandemic prevention	We provided 5 rapid test kits for each employee, totaling 57,500 kits. The company purchased 71,900 rapid test kits to prevent the pandemic.	▲
Health and Hygiene Education		
Health seminar	3 stress relief lectures were held; a total of 1,676 people attended, and the satisfaction rate was 4.8	▲
Senior level manager seminar	1 seminar	
Health management platform	Login: 9,953 visits; 3,990 persons in total.	▲
CPR+AED first aid training	5 trainings were held; 350 persons were participated, and the satisfaction rate is 4.8.	▲
Health service		
Health center care	5,934 participants	▲
In-house physician service	1,164 times	▲
Use of lactation room	11,407 times	▲
Massage service	12,678 times	▲
New employee care	90 persons	▲
Blood donation activities	2 activities in total; 303 participants; 489 bags of donated blood	▲
Influenza vaccination	A total of 7 activities, employees: 1,896 doses; family members: 104 doses.	
EAP service	Usage rate: 4%	▲
Exercise and health promotion		
Sports enterprise certification	MediaTek is certified as a sports enterprise by the Sports Administration, Ministry of Education.	
Gym utilization	Internal: 114,200 visits ; External: 3,974 visits	▲
Taipei marathon (external)		
Sport activity	84 participants	▲
Hiking activities for managers	69 participants	▲



Chapter 04

Corporate Governance

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



Chapter 04

Corporate Governance

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

ESG Highlights

5%

Stayed in Top 5% of listed companies in the Corporate Governance Evaluation

1st place for TCSA

Information Security Leadership Award.

Top 3 in All-Asia Executive Team ranking

In Institutional Investor Magazine's "2022 All-Asia Executive Team" survey which was determined through votes from the global investors, MediaTek was ranked among top 3 in semiconductor sector for major awards including Most Honored Company, Best ESG, Best CEO, Best CFO, Best IR Professional, Best IR Program, and Best IR Team.

- ⊕ 100% of attendance rate for the meetings of the Board of Directors, Audit Committee, Remuneration Committee, M&A Strategy Committee and ESG Committee
- ⊕ Awarded Level-A certification of Taiwan Intellectual Property Management System (TIPS)

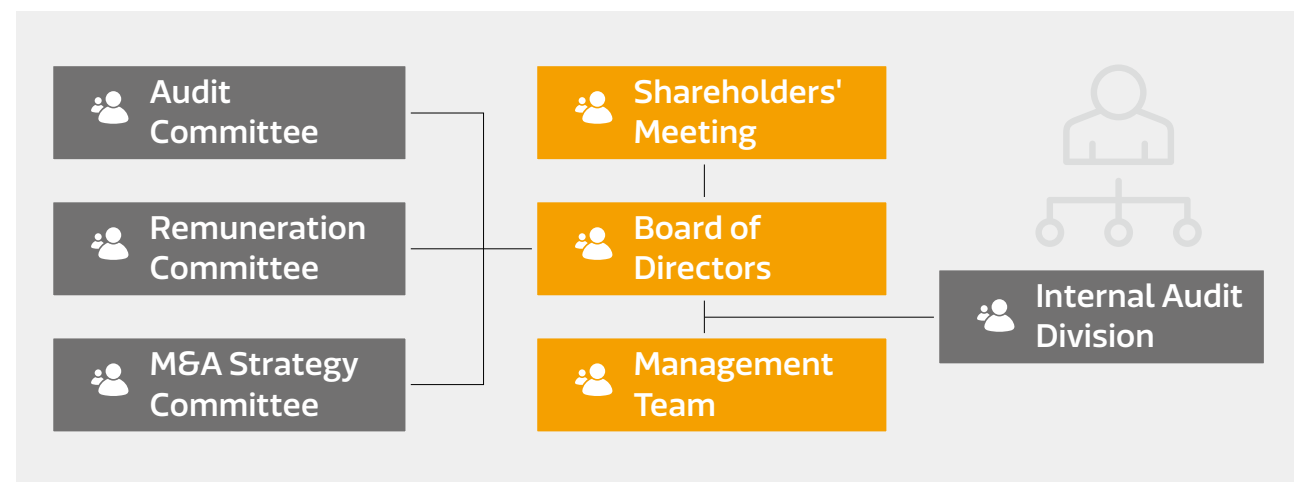
4.1 Governance Structure



In addition to the Board of Directors, MediaTek has established Audit Committee to strengthen the independence of corporate governance and Remuneration Committee to enhance compensation policy and continue to strengthen corporate sustainability. In addition to the aforesaid functional committees which were established in accordance with the applicable laws, the Company has also established a non-mandatory M&A Strategy Committee to evaluate and analyze specific M&A cases and overall M&A strategy of the Group Companies as needed.

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

For more information on the Board of Directors, its operations, and corporate governance, please see the [2022 Annual Report](#).



4.1.1 Board of Directors, and their backgrounds and responsibilities

Members 	MediaTek's Board of Directors are nominated under the candidate nomination system based on the Articles of Incorporation. There are eight directors elected to the 9th Board of Directors, including three Independent Directors, in accordance with the "Rules for Election of Directors." Chairman Ming-Kai Tsai does not hold the position of the Company's General Manager. All MediaTek's Board members uphold the spirit of high self-discipline to avoid conflicts of interest and related regulations stated in the "Rules for Board meetings". In matters where directors or their represented legal persons have an interest, they are required to explain their interests in accordance with relevant laws, and recuse themselves from participating in discussions and voting. Additionally, the Company has established a policy of Board diversification, which considers factors such as gender, age, nationality, culture, education, background in professions such as law, accounting, industry, finance, marketing, or technology, professional skills, and industry experience and so on, to select the directors with diversified backgrounds and perspectives in accordance with the Company's operations and development needs. For the list of Board members and their main educational background and professional experiences, please see Page 8 of MediaTek's 2022 Annual Report .
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Meeting Frequency 	At least once per quarter. A total of six meetings were hold in 2022 with a 100% attendance rate.
Responsibilities 	<ul style="list-style-type: none"> ▶ Establishing an effective and appropriate internal control system. ▶ Appointing and dismissing the Company's managers. ▶ Reviewing the Company's management decisions and operating plans. ▶ Preparing budgets and final accounts. ▶ Overseeing significant risk. ▶ Preparing the business report. ▶ Proposing resolutions for the distribution of profits or the appropriation of losses. ▶ Proposing capital increase or reduction plan. ▶ Drafting important regulations and agreements. ▶ Appointing CPAs.

4.1.2 Audit Committee

Members 	Three Independent Directors	Meeting Frequency 	At least once per year. A total of seven meetings were hold in 2022 with a 100% attendance rate.
Responsibilities 	<ul style="list-style-type: none"> ▶ Establishing or revising internal control system ▶ Assessing the effectiveness of internal control system ▶ Establishing or revising major financial operational procedures such as acquiring or disposing of assets, derivative transactions, loans to others, endorsing for others, or providing guarantees. ▶ Handling matters involving conflicts of interest for directors themselves. ▶ Overseeing significant transactions involving assets or derivative products. ▶ Overseeing significant loans to others, endorsing for others, or providing guarantees. ▶ The offering, issuance, or private placement of any equity-type securities. ▶ The hiring or dismissal of an attesting CPA, or the compensation given thereto. ▶ Appointment and dismissal of finance, accounting, or internal audit executives. ▶ Overseeing the annual and semi-annual financial reports. 		

4.1.3 Remuneration Committee

Members 	Two Independent Directors and one external independent expert.	Meeting Frequency 	At least once per year. A total of three meetings were hold in 2022 with a 100% attendance rate.
Responsibilities 	<ul style="list-style-type: none"> ▶ The main purpose of the Remuneration Committee is to examine and evaluate the performance of directors and managers and related remuneration policies, and to provide objective and professional advice for the reference of the Board of Directors. For more information, please see Pages 28~29 of MediaTek's 2022 Annual Report. ▶ Assessing and determining the remuneration for directors and managers regularly. ▶ Formulating and periodically reviewing policies, systems, standards and structures for performance evaluation and remuneration of directors and managers. 		

4.1.4 M&A Strategy Committee

Members 	Three directors (who possess expertise in business and commercial management, corporate finance, strategy, and organization planning).	Meeting Frequency 	A total of two meetings were hold in 2022 with a 100% attendance rate.
Responsibilities 	Evaluating the strategic importance of significant M&A cases within the Company's Group and reporting to the Board of Directors. The establishment of the Committee does not affect the exercise of the Audit Committee's authority, and matters related to M&A that should be approved by the Audit Committee in accordance with relevant laws and regulations, the Audit Committee would still oversee and review the matters stated in the applicable laws and regulations.		

4.1.5 ESG Committee

Members 	The chairperson of the committee is served by Vice Chairman who holds concurrent position as the CEO. The members of the committee are served by executives from marketing, R&D, sales, human resources, development of manufacturing and production processes, legal, financial, internal audit and MediaTek Foundation.					
Meeting Frequency 	In the beginning of each year, the Committee presents the ESG performance and annual plan to the Board of Directors. The ESG Committee holds a semi-annual briefing, focusing on the annual corporate sustainability development, performance, and improvement planning. The attendance rate is 100%.					
Responsibilities 	Corporate sustainable development is its highest guiding principle. It undertakes the planning for various departments and programs by closely monitoring the overall economic, social, environmental and climate change trends. Six Working Teams have established designated department, in which the department executive serves as the convener to compile the work performed by the team and report to the chairperson. Yearly planning includes: Review the execution results of the previous year, formulate the principal axis and directions of the yearly corporate sustainable development and coordinate the communication between senior executive and various departments. <ul style="list-style-type: none"> Adjust various internal resources. Control the progress of projects. Verify audit and award applications. 					
6 Working Teams 	Global Presence 	Innovation 	Talent 	Corporate Governance 	Environmental Management 	Community Engagement

4.1.6 Corporate Governance Unit

Members 	MediaTek has established its Articles of Incorporation and organization structure in accordance with corporate governance regulations such as the Company Act and Securities and Exchange Act. The Board of Directors serves as the highest authority for corporate governance and the Company designated the General Counsel to serve as the Corporate Governance Officer. A specialized unit for corporate governance, the Corporate Legal Division, has been established under the General Counsel to handle corporate governance matters to protect shareholders' rights and strengthen the Board of Directors' functions.
Responsibilities 	The Corporate Legal Division carries out related matters for Board of Directors and shareholders meetings in accordance with the law, such as preparing minutes for Board of Directors and shareholders meetings, assisting directors in election and continuing education, providing the information needed for the business of the directors, assisting directors in compliance with relevant laws and regulations, handling company registration and modification matters, and regularly conducting performance evaluations for the Board of Directors in accordance with the Company's "Board of Directors Self-Assessment of Performance". With the assistance of the Corporate Governance Unit, the Board members participated in various continuing education courses such as "Latest Development and Legislative Trend in International and Domestic Taxation (Part I and II)," "Prevention and Investigation of Corporate Internal Fraud through AI and Big Data (Part I and II)" and "Evaluation and Implementation of Investment and M&A from a Legal Perspective (Part I and II)" to consistently understand industry trends and effectively fulfill the functions of the Board.

4.1.7 Risk Management Committee

Members 	The Risk Management Committee is the highest guidance unit for risk management of the Company, where the Executive Secretary is responsible for performing and coordinating the implementation of risk management in all operating units.
Responsibilities 	The Board of Directors is the highest supervisory unit of the Risk Management Committee. The Risk Management Committee is responsible for formulating risk management policies and regularly reporting its operation and execution results to the Board once every year. The Executive Secretary is responsible for convening meetings of the Risk Management Committee, and each operating unit is responsible for implementing its own risk plan and reporting the execution of various risk management to the Risk Management Committee. The Internal Audit Division assists the Board of Directors in overseeing the degree of implementation and providing improvement recommendations.

4.1.8 Improvements of Corporate Governance

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

Strengthening the functions of the Board of Directors

- MediaTek revised its "Board of Directors Self-Assessment of Performance" in 2021 to incorporate an external performance evaluation mechanism. In 2022, an external and professional independent organization was appointed to conduct an overall external performance evaluation of the Board of Directors, and the evaluation results were reported to the Board of Directors on October 28, 2022. For information on the performance evaluation results of the Board of Directors, functional committees and individual directors in 2022, please see the Company's website.

Enhancing corporate governance and promoting shareholders' rights

- MediaTek announced the annual financial report audited by certified public accountants within two months after the end of the fiscal year in 2022, and held the annual shareholders' meeting in late May in advance.

Improving information disclosure

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

Strengthening the Audit Committee's supervisory functions over financial affairs

- All quarterly financial reports of MediaTek in 2022 have been approved by the Audit Committee and submitted for discussion and resolution by the Board of Directors.

Strengthening Information Security Management mechanism

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

Improving intellectual property management

- In addition to formulating a smart intellectual property management plan linked to operational goals and regularly reporting to the Board of Directors, MediaTek has continuously passed the "Taiwan Intellectual Property Management System (TIPS) Level A Certification reviewed by the Industrial Bureau of the Ministry of Economic Affairs in November 2022.

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

- The Company has a greenhouse gas (GHG) inventory and verification timetable plan that is reported to the Board of Directors for monitoring on a quarterly basis. The Company has also reported to the Board of Directors and officially announced its goal of net-zero GHG emissions by 2050, and purchased NTD 400 million of green bonds in 2022.

4.1.9 Important Measures for Implementing Corporate Governance

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

Annual Report Disclosure

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



4.2 Financial Performance

In terms of market share, the statistical report issued by the research institutions, Gartner and Omdia, showed that in 2022, the total output value for the semiconductor component industry in 2022 was USD601.7 billion and that MediaTek's global market share was 3%, ranking No. 9 in the global semiconductor component industry and No. 5 among fabless semiconductor companies. Looking forward to 2023, our experienced management team will continue to lead MediaTek by utilizing our strong capabilities in highly-integrated system-on-a-chip products as we work closely with clients to launch highly competitive products. We expect that the advancements in 5G technology and subsequent applications will enable us to expand into relevant product markets while continuing our proactive investment in the field of 5G. Meanwhile, we will work with the government, industry, universities & research institutes to further enhance our strength in integration capabilities with respect to the standardization and commercial promotion of 6G technology, and extend our market leadership.

	2020	2021	2022
Operating revenue (NT\$ hundred million)	3,221	4,934	5,488
Operating cost (NT\$ hundred million)	1,806	2,618	2,779
Employee salary and benefit expenses (NT\$ hundred million)	607	843	992
Income tax expenses (NT\$ hundred million)	61	150	169
Net income (NT\$ hundred million)	414	1,119	1,186
Earnings per share (NT\$)	26.01	70.56	74.59
Return On Shareholder Equity	12.02%	27.66%	27.06%
Cash dividend per share (NT\$)	37	73	76

4.3 Integrity and Legal Compliance

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

The Company adopts a zero-tolerance policy toward corruption, bribery, unfair competition, infringement, and insider trading. If any employee is found to have violated the Code of Business Conduct or internal regulations through the reporting channel or Internal Audit Division's inspection, the Company will record, investigate, and punish the employee in accordance with relevant regulations to uphold the fair and honest reputation of the Company. In 2022, there were no material illegal events (the determination of a material violation is based on a comprehensive evaluation of whether the event has a significant impact on the Company's finances, business, shareholder rights, or securities prices). For related regulations, please refer to [MediaTek official website-Corporate Governance](#).

Eight Standards of Code of Business Conduct

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

Whistleblowing process

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



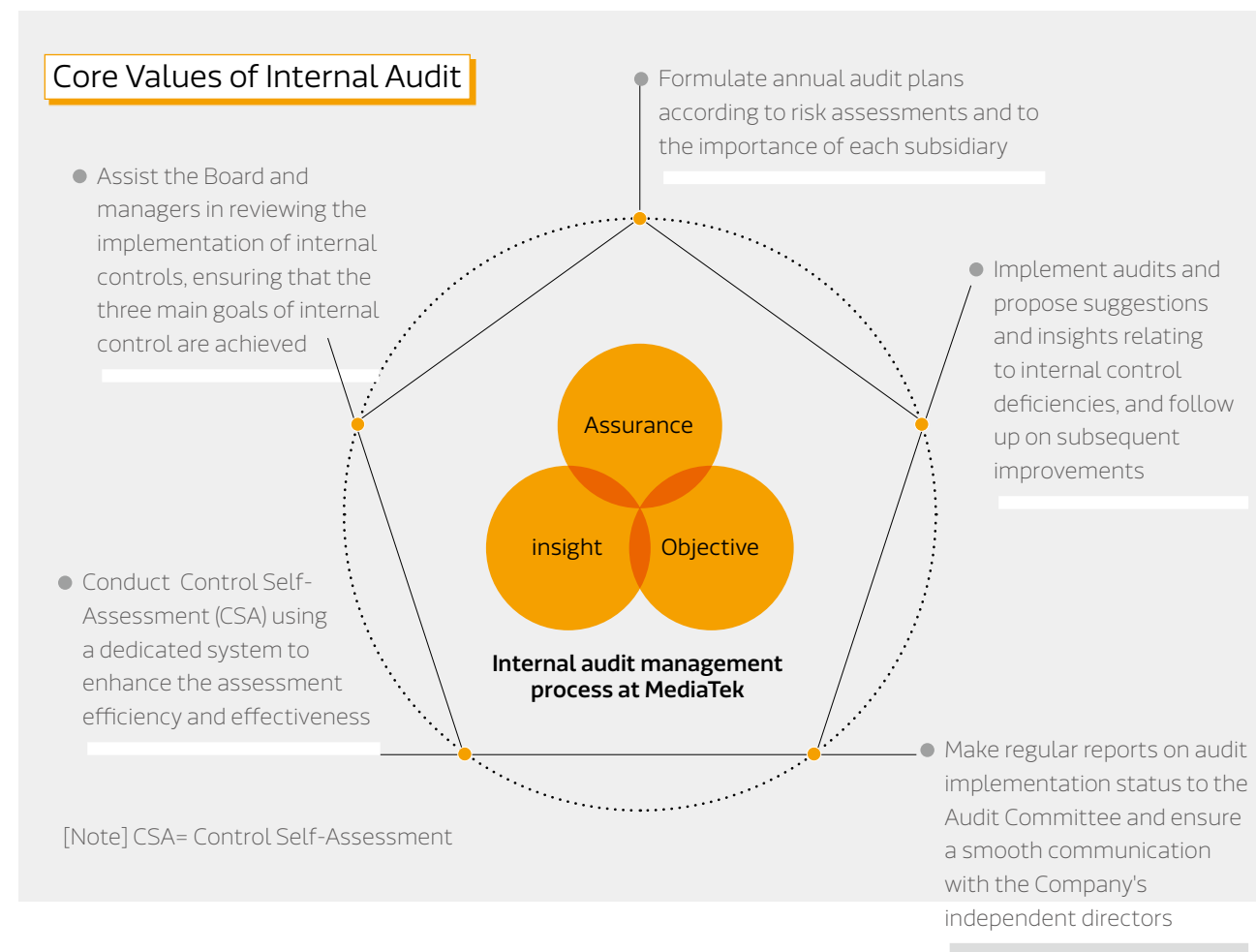
Employee Participation in Training Courses

Training course of 2022	Attendees	Total training hours	Training completion rate
Code of Business Conduct	1,671	662.4	100%
Prevention of insider trading	1,657	2,188.56	100%
Trade secret protection	1,657	2,333.49	100%
Personal data protection policy	1,670	443.46	100%
Proprietary Information Management (annual training)	11,577	898.46	99.99%

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.



Internal audit expertise

Professional licenses	CPA, CIA, CISA, CFE and ISO 27001 Lead Auditor, etc.
External continuing education hours	84 hours
External training contents	The professional courses provided by the Institute of Internal Auditors-Chinese Taiwan and Taiwan Academy of Banking and Finance, including "Study on Impact Posed to Enterprise's Internal control from the Point of View of ESG risk in the Face of Climate Change and ESG Waves, and Responsive Measures," "Improve ESG Value and Perfect Risk Management System" and "Internal Audit/Internal Control Personal Data Protection Act Practices."

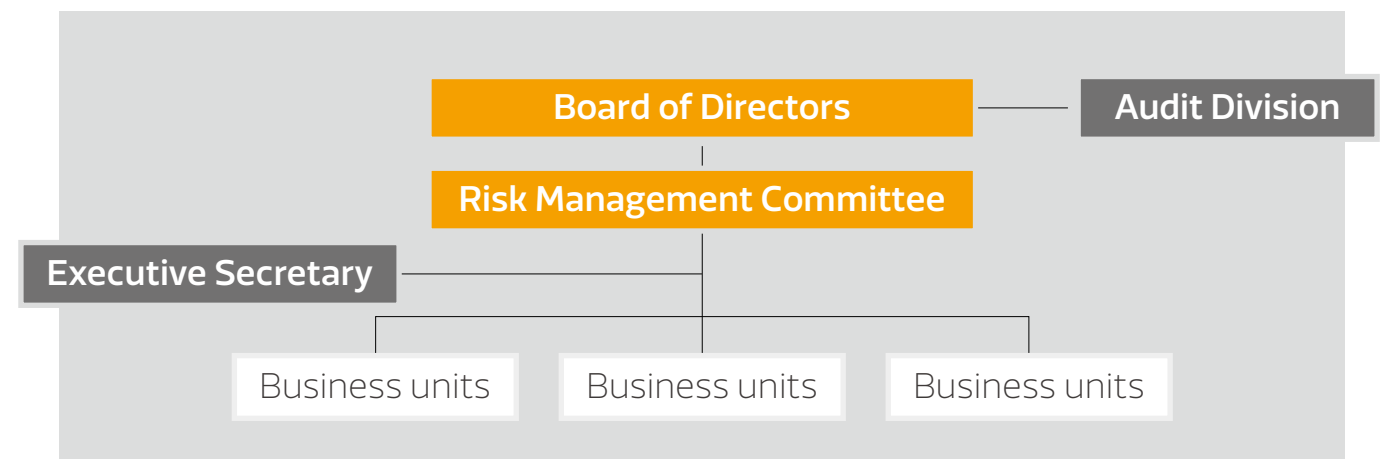
Internal control implementation results



4.5 Risk Management

Risk management organizational framework

In order to ensure the robust operation of MediaTek and its subsidiaries and practice the Board of Directors' risk management and supervision function, by identifying ESG as the enterprise's ultimate goal, the Company adopted the "Risk Management Policy and Procedure" as the highest guidance for risk management to be followed by each unit, and established the Risk Management Committee as the Company's highest supervisory unit in charge of risk management. The risk management implementation status and result shall be reported to the Board of Directors at least for once per year.



Business Continuity Plan (BCP)

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

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

Risk Management Scope and Opportunity Benefits

Risk dimension: Governance

Risk Issue: Business risks

Impact: Affect the safety of MediaTek employees and equipment, causing interruptions in internal operation.

Management Approach	Response	Opportunity Benefit
Preventive measures for emergency accidents	Perform predictions on emergency accidents (e.g. pandemic, fire or typhoon, etc.) that may affect employees, equipment, environment and other operational matters and formulate preventive measures beforehand to reduce the possibility of occurrence. The measures include signs and illustration installed and real-time control of the working environment, access control, regular training, real-time communication, etc., so as to reduce the possibility of occurrence.	Proper management of business risks is able to protect important assets-our employees. Meanwhile, the Company seeks to increase the confidence of stakeholders in MediaTek, especially customers and suppliers to ensure that the interests of the business collaboration only suffer minimal losses.
Emergency response management procedures	In the event that emergency accident occurs in the office area or emergency disaster occurs in office nearby, in which the magnitude is expanding and threatening the environmental and personnel safety, and property losses, the department executives shall take the positions as response members and undertake rescue measures. They shall leverage on the mutual-aiding group function to reduce the loss of disaster to the minimum.	
Procedures for reporting of emergency accidents (casualties) and occupational hazard identification	In the event that accidents occur at the workplace, on way to work or after work, during business trip or a false alarm, a set of procedures shall be put in place for employees to follow so that the damage is reduced to the minimum. Afterward, review shall be performed to examine the causes of the accidents and preventive measures to forestall similar occurrence.	
Back-up management procedures for disaster	To ensure that when disaster occurs, the backup mechanism can be initiated promptly so that the Company can stay unaffected and maintain operation.	
Contractors' emergency and accident reporting and responsive procedures	In the event that emergency disaster occurs to vendor, the relevant personnel shall undertake the reporting and response measures as per the procedures so that the Company is able to monitor, report and adjust production and deliveries. Determine the disaster level, collect disaster data, determine the influence on production and deliveries, offer response measures, follow up until the emergency circumstances are removed and restored to normalcy.	

Risk Issue: Foreign exchange rate fluctuation

Impact: Related to operational activities (revenue earned or expenses incurred in currencies which are not the functional currency of the Company) and net investment of overseas operating entities.

Management Approach	Response	Opportunity Benefit
Forward exchange contracts	Regularly review the difference between assets and liabilities in non-functional currencies. Use forward exchange contracts to manage foreign exchange rate fluctuation. The amount of forward exchange contracts is depending on the position required by MediaTek for different currencies.	Effectively control the effect of foreign exchange rate fluctuation on the cash flow and asset value of MediaTek.



Risk Issue: Interest rate fluctuation

Impact: Originate from floating interest rate investments, and borrowings in fixed and floating rates.

Management Approach	Response	Opportunity Benefit
Interest rate sensitivity analysis	The interest rate sensitivity analysis is performed on items exposed to interest rate risk as of the end of the reporting period, including floating rate investments and borrowings. It analyzes the impact on the Company's profit or loss in the event of an increase or decrease of 10 basis points in interest rate for a reporting period.	Forecast the impact of the interest rate fluctuation on the financial position of the Company.

Risk dimension: Environment

Risk Issue: Information security

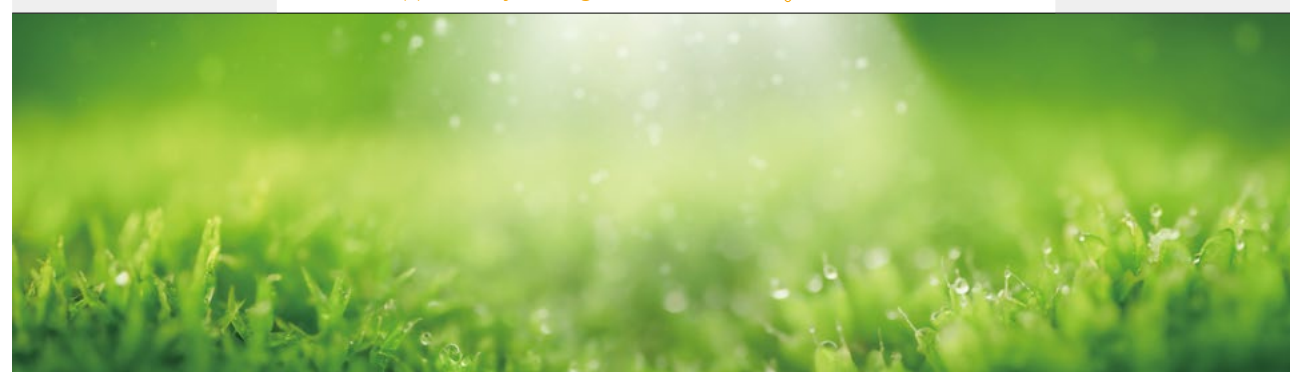
Impact: Cyber attacks and information leaks may affect the internal and external protection of IP information, causing serious problems including interruptions in operation, financial loss, or regulatory or contractual violations. Such occurrence may cause major damage to the Company reputation and customer relationship, affecting the foundation of sustainable development.

Management Approach	Response	Opportunity Benefit
Information security	The executive vice president serves as the Committee convener. The Committee is dedicated to reviewing the cyber security, product security and data security implementation status regularly, and reporting the information security inspection results to the Board of Directors regularly. The Information Security Committee shall convene a meeting at least per six months, and may convene a meeting whenever it is required by the information security risk management. The Information Security Committee convener shall report to the Board of Directors on behalf of the Information Security Committee for once per year.	Observe information security policies, IP information and product security management regulations. Review the effectiveness of information security management system on a regular basis. Strengthen MediaTek's resilience and response capabilities in tackling cyber attacks. Apart from preventing property losses, and regulatory or contractual violations, establish a steady and ethical customer relationship and branding image.
Cyber Security Management	In order to strengthen the cyber security management, MediaTek observes and reviews its own information security condition, and takes into account the cyber security framework of the National Institute of Standards and Technology (NIST) to establish the cyber security protection and control measures including 1 identification, 2 protection, 3 detection, 4 response and 5 recovery.	
Information Security Committee.	IPR information management The scope of IP information management is implemented in accordance with internal regulations. A total of 14 provisions delineate the behavior, target audience, region and confidentiality labeling under the governance of the regulations to prevent important information and assets from being damaged, exposed, lost, tampered with, inappropriately accessed, copied, transmitted or used intentionally or unintentionally. Various regions or units shall conduct safety training or promotion pertaining to the needs of different types of assignment to enhance employee safety awareness, including incorporating IP information management into the orientation training for new recruits and conducting a campaign to raise awareness at least once a year. Each month, the Internal Audit Division undertakes audit review on information security. The results of the audit review shall be reported to executives and the committee. The Internal Audit Division also undertakes yearly audit review pertaining to important technologies, documentation categorization and R&D environment to assist business units and IT department in strengthening information security mechanism.	

Management Approach	Response	Opportunity Benefit
Information Security Committee	<p>Product security management Promote the PSDLC (Product Security Development Life Cycle) program: Various product lines shall establish the product security team to practice the work including</p> <ul style="list-style-type: none"> a threat model analysis; b static code security tool scanning; c security testing tool verification; d post-mass production change management, and establish a consistent approach adopted by various product lines to develop products. Importing BSIMM (Building Security in Maturity Model): Through the assessment by the external software security consultant of BSIMM, MediaTek has become the first company in Taiwan to be certified by this security assessment system, showing that the Company has introduced strengthened control measures in line with international standards at different stages such as demand, design, coding, testing, and delivery. <p>1 Strengthen the product security incident response process:</p> <ul style="list-style-type: none"> a Establish a Product Security Incident Response Team (PSIRT) in each product line to be responsible for product security incident handling. b Establish a product security bulletin board, and regularly publishing information on the vulnerabilities that have been patched every month to remind customers and end users to correct related security problems. c Join MITRE CVE to become a member of CNA (CVE Numbering Authority), to achieve the purpose of self-distribution of CVE vulnerability number/content, and instantly control the vulnerability information and current situation. <p>2 Establish the vulnerability reward program, invite world-renowned security researchers to research MediaTek products, assist in early identification of product security vulnerabilities and mitigation, reduce the risk over security vulnerabilities, and demonstrate to customers and consumers MediaTek's determination to value product security.</p> <p>3 Continue the promotion of internal training to strengthen all employees' product security awareness and standard product security development procedures.</p>	
	Risk Issue: Climate change	

Impact: To reduce the occurrence of extreme weather, the global community pays much attention to whether corporates comply with environmental protection trends or standards.

Environmental, occupational health and safety management and green product policies	Each year, the Company reviews international environmental protection trends and formulates the environmental protection measures according to its operational needs. Furthermore, the Company also conducts internal education and training to raise employee awareness on the impact of climate change. In order to understand the related risks and opportunities posed by climate change to enterprises, the Company proposes the relevant descriptions about climate management actions in terms of four aspects according to the TCFD framework. Please refer to 5.2 Climate Risk and Opportunity Management for details .	Enhance the green competitiveness of MediaTek and create differentiation in value.
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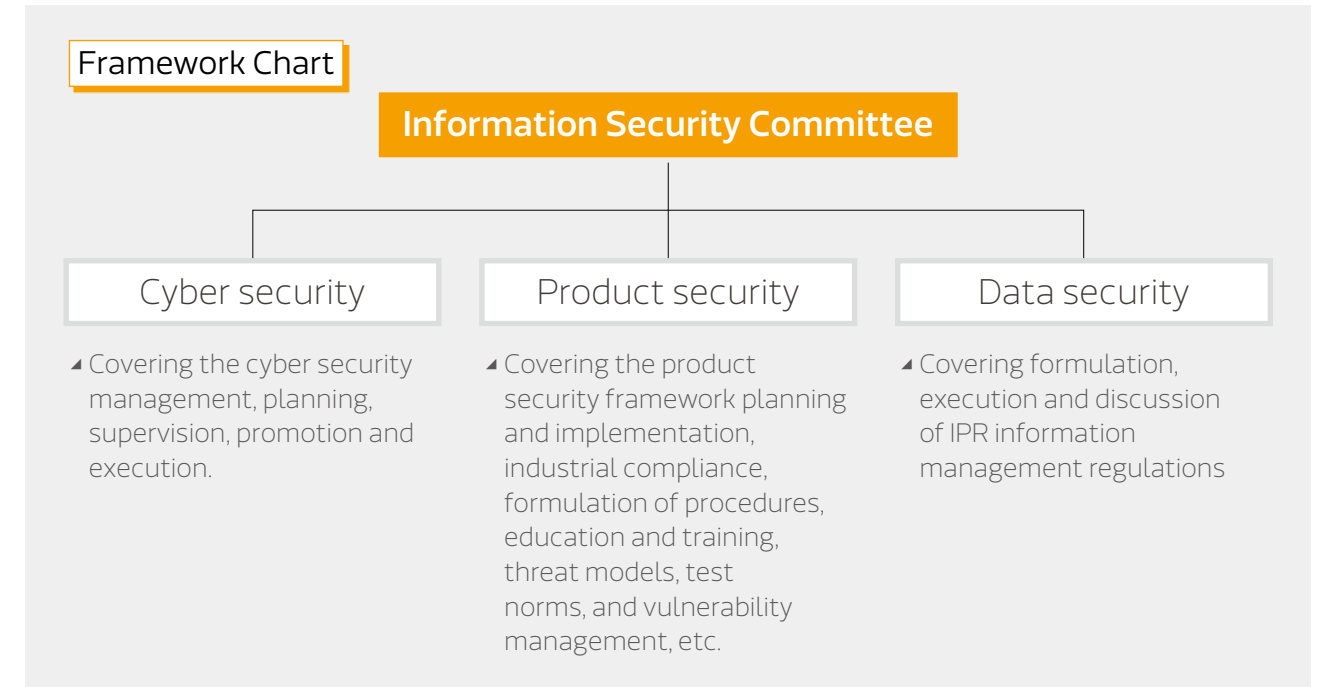


Risk dimension: Social dimension		
Risk Issue: Human rights risks		
Impact: Undertake human rights risk assessment for employees. Do not engage in violations and deterioration of labor-management relationship.		
Management Approach	Response	Opportunity Benefit
International Bill of Human Rights, local labor law and regulations, and labor-management meetings	For the legal dimension, ensure that the labor policy is in line with the domestic and overseas human rights bills and local regulatory requirements: Pertaining to labor-management relationship, convene labor-management meetings on a regular basis. Both parties shall engage in communication to reach consensus on issues including the implementation of human rights policy, working environment and conditions, labor policies, salary and benefits, etc.	Provide employees with opportunities to realize their potential while compensated with reasonable salaries and bonuses, as well as fostering the brand image of MediaTek as a good employer by establishing a friendly and inclusive workplace.

4.6 Information Security Management

4.6.1 Information Security Management Framework

For the purpose of information security risk management, MediaTek establishes the Information Security Committee. The executive vice president serves as the Committee convener. The Committee is dedicated to reviewing the cyber security, product security and data security implementation status regularly. The Information Security Committee shall convene a meeting at least per six months, and may convene a meeting whenever it is required by the information security risk management. It shall also report the information security inspection results to the Board of Directors regularly each year.



4.6.2 Information Security Management Strategy

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

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

4.6.3 Practicing of the management system and management results

Since 2020, the Company has continued to verify the information security implementation status. With multiple information security technologies, including implementation of red team assessment, the Company inspected the corporate network boundaries to strengthen endpoint access security and identify protection blind spots in the corporate framework to perfect the cloud information security protection and improve the control measures. Meanwhile, the Company values the information security protection of upstream and downstream segments in the supply chain. The Company evaluates the suppliers' information security management policy regularly. Further, the Company organized 1st Supplier Information Security Forum in December 2022, and invited professional consultants to share information security governance indicators with experts from the industry, in order to improve the suppliers' information security ability step by step.

MediaTek won 1st place in TCSA for Security Leadership in 2022; therefore, it plays a benchmarking and leading role in improving information security technology ability and strengthening corporate information security awareness. Externally, MediaTek continues to support the AIS3 program of the Ministry of Education's information security talent training project in the academic-industry cooperation to train the information security talents needed by the industry and demonstrate itself as a role model of corporate information security.

4.7 Investor Relations

4.7.1 Shareholder Service

In 2022, MediaTek participated in over 25 domestic and international forums and roadshows, hosted 4 online investor conferences, and held approximately 300 meetings with institutional investors. The total number of global investors who the Company provided its service to exceeded 8,000. Furthermore, MediaTek has received consecutive awards from Institutional Investor Magazine, an international institution that recognizes our exceptional shareholder services.

In Institutional Investor Magazine's "2022 All-Asia Executive Team" survey which was determined through votes from the global investors, MediaTek was ranked among top 3 in semiconductor sector for major awards including Most Honored Company, Best ESG, Best CEO, Best CFO, Best IR Professional, Best IR Program, and Best IR Team.

MediaTek values feedback from global investors. In addition to having a spokesperson system in place, the Company has assigned personnel to gather and disclose information of the Company for stakeholder's reference. Furthermore, through domestic forums, roadshows and meetings, the Company engages with investors and considers their recommendations as important references for future development strategies.

Every year, MediaTek holds a Shareholders' Meeting and enforces the matters that require shareholder resolution in accordance with the meeting rule in order to safeguard shareholders' interests. Since 2012, MediaTek has adopted electronic voting to maintain a seamless communication channel with global shareholders and investors, and to accommodate the visitation requests of domestic and foreign investors, in order to gather comprehensive feedback from shareholders and investors.

Spokesperson policy

Spokesperson
David Ku

Acting Spokesperson
Jessie Wang

Collection and disclosure of company information

Contact person
Jessie Wang

Phone
886-3-567-0766

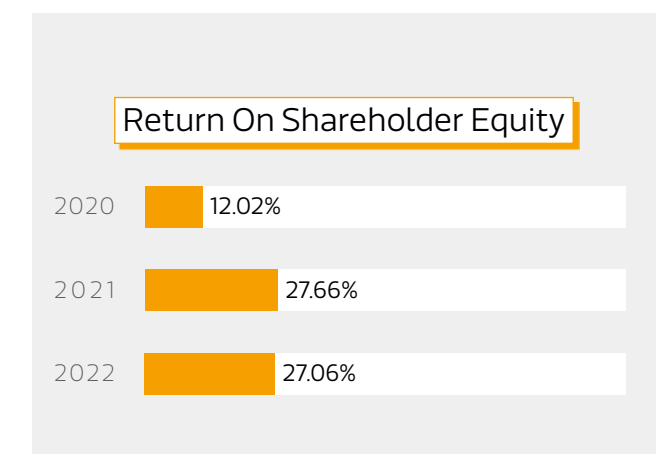
Email
ir@mediatek.com

4.7.2 Dividend Policy

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

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

Dividend distribution percentage	
Individuals	22.08%
Financial Institutions	7.17%
Other Juristic Persons	8.91%
Foreign Institutions and Persons	61.84%





Chapter 05

Environmental Management

- 5.1 Responsible Supply Chain Management
- 5.2 Climate Risk and Opportunity Management
- 5.3 Environmental Management



Chapter 05

Environmental Management

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

ESG Highlights

Net zero
emissions
commitment

Announcing the 2050 net zero emissions commitment

100%
renewable energy

Announcing the commitment that by 2030, 100% of the electricity used in the Group's offices worldwide (excluding data centers) will be renewable energy.

>240
billion (NT\$)

The amount of local purchases in Taiwan is more than NT\$240 billion.

- ⊕ Key suppliers' carbon emission intensity decrease by more than 2% per year, reduce 25% of GHG emissions in Supply Chain Scope 1 and Scope 2 (Scope 3 of MediaTek) by 2030 (compared to 2020)
- ⊕ The High-density, energy-efficient data centers' electricity savings were approximately 20.3 GWh
- ⊕ The annual output the self-built rooftop solar power system is approximately 0.177 GWh.

5.1 Responsible Supply Chain Management

As a leading technology provider for the global semiconductor industry, MediaTek is located at the front-end of the value chain. All back-end processes involving raw material procurement, OEM manufacturing, packaging, and testing are carried out by suppliers, which results in the formation of partnerships characterized by professional division of labor and mutual cooperation. 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.

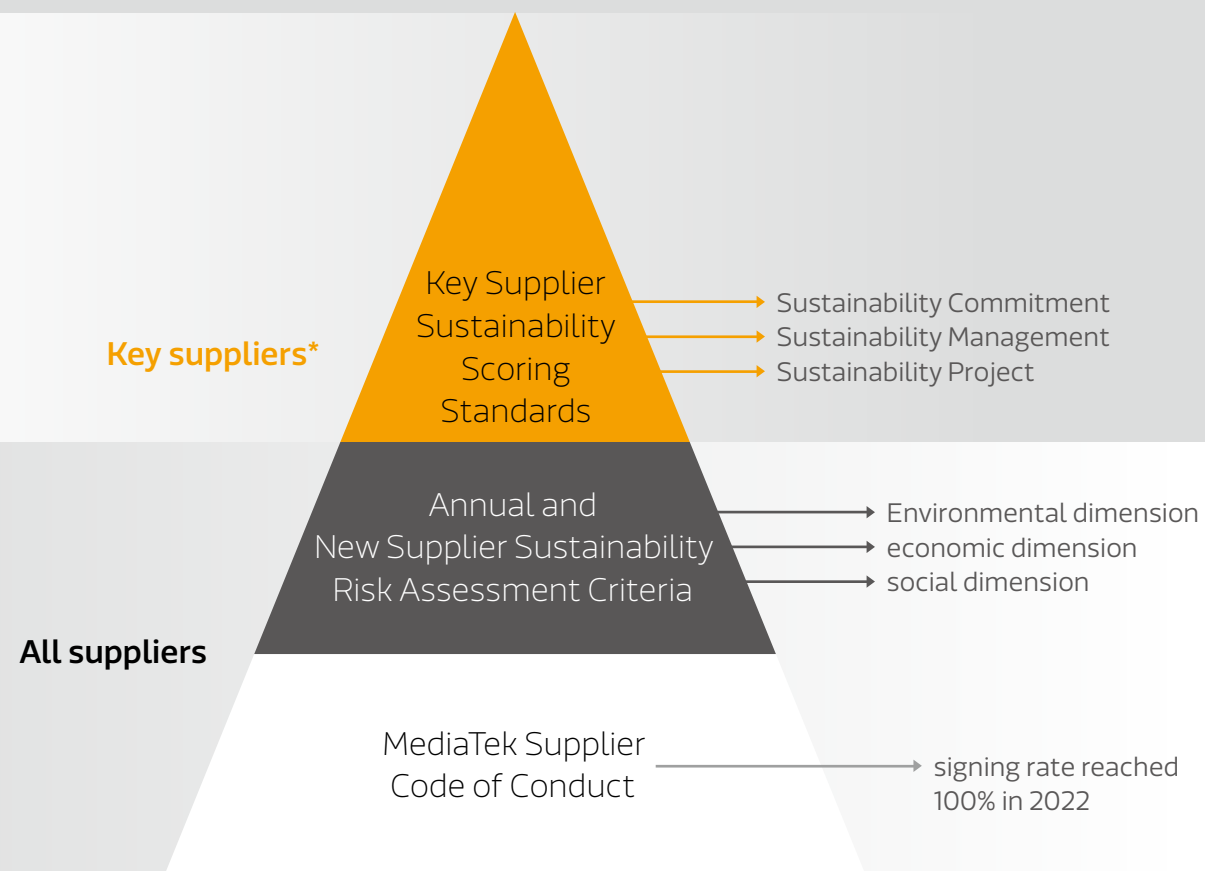
5.1.1. Responsible Supply Chain Management and Procurement Mechanism

With the vision of building a sustainable business model, MediaTek has developed a responsible supply chain management mechanism by integrating relevant standards and initiatives in three major areas: economy, society and environment. By using ESG risk assessment criteria and corporate sustainability scoring criteria for suppliers, respective management is conducted for all suppliers/key suppliers. New suppliers are required to pass the ESG risk assessment before they can be included as a counterparty for procurement. For qualified suppliers, MediaTek will continuously track their ESG risks to ensure that the suppliers follow the management rules and standards. In addition, through annual audits, online learning platforms, supplier conferences and supplier forums, MediaTek continues to exert its influence as a leader in the industry and build a sustainable business model together with its partners in the value chain.

Material issues: Sustainable supply chain management	
<p>In response to Sustainable Development Goals of United Nations/GRI</p>	<p>Management approach</p> <ul style="list-style-type: none"> Engagement channels <ul style="list-style-type: none"> Quarterly meetings with suppliers to facilitate exchange of opinions Evaluation mechanism <ul style="list-style-type: none"> Code of Conduct Guarantee signing rate On-site audit ratio Supplier ESG Risk Assessment results Supplier response ratio
<p>Importance to MediaTek:</p> <ul style="list-style-type: none"> 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. 	<p>Code of Conduct</p> <ul style="list-style-type: none"> All of the suppliers of the Company have signed the Supplier Code of Conduct (the signing rate has increased by 7% over the previous year)
<p>Commitments and Policies</p> <ul style="list-style-type: none"> 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. 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. 	<p>Annual and New Supplier Sustainability Risk Assessment Criteria</p> <ul style="list-style-type: none"> Overall achievement rate certificate acquisition rate of the supply chain: 100% in the economic dimension, 98% in the environmental dimension, and 97% in the social dimension.
<p>Goals</p> <ul style="list-style-type: none"> Short-term <ul style="list-style-type: none"> Reduction targets jointly set in the supply chain : to decrease carbon emission intensity by more than 2% per year. Mid- and long-term <ul style="list-style-type: none"> To achieve the net zero emission target by 2050 To reduce 25% of GHG emissions in Supply Chain Scope 1 and Scope 2 (Scope 3 of MediaTek) by 2030 (compared to 2020) 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. 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. 	<p>Key Supplier Sustainability Scoring Standards</p> <ul style="list-style-type: none"> In 2022, the company audited all key suppliers on site and carried out counseling and communication
<p>Management approach</p> <ul style="list-style-type: none"> Responsibility <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 sustainable development committee and Technology Department members to conduct on-site audits in line with actual needs. 	<p>Key material risk management</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 both reached 85% of all procurements.
	<p>Achievements</p> <ul style="list-style-type: none"> The Company organized responsible supply chain forums. Through trend sharing and experience exchange, we responded to climate change-related risks proactively, enhanced environmental sustainability awareness along with our partners in the supply chain. In addition to the commitment of reducing carbon intensity by more than 2% per year, we are also steadily progressing toward the goal of reducing 25% of scope 3's GHG emission in 2030 (compared to 2020), fulfilling our promise to be NZE by 2050. We promoted key suppliers' sustainable actions through the rating of their corporate responsibility, and the award for the best sustainable partner was given to suppliers based on their scores. We encouraged partners in our supply chain to value sustainable actions and commitments, learn from each other and continuously refine their action plans and projects, thus jointly moving forward as a sustainable value chain.
	<p>MediaTek Influence</p>

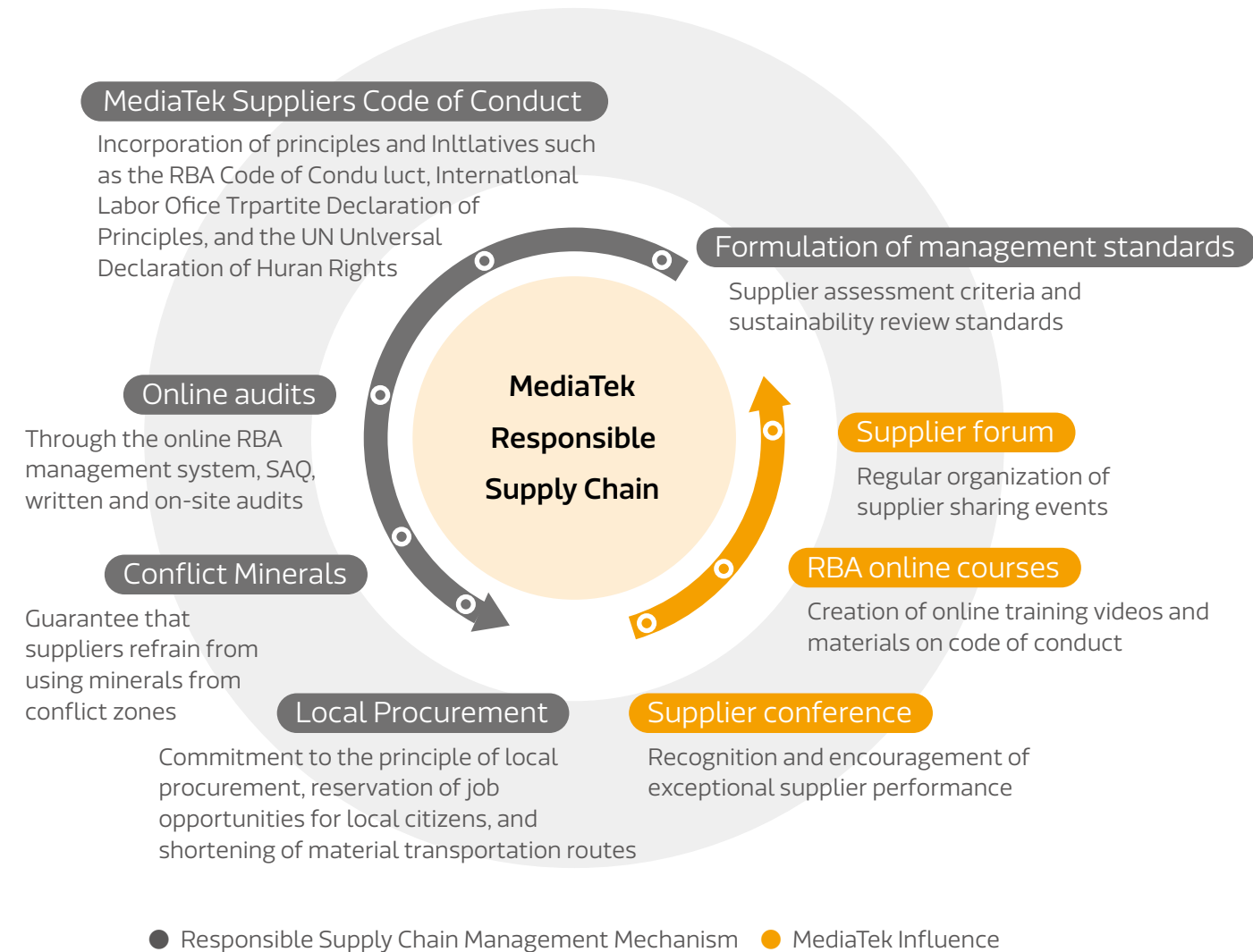


Figure Responsible Supply Chain Management Mechanism



*Key suppliers: Suppliers that have a significant impact on the quality of MediaTek's products and production schedules, or suppliers from whom the Company's purchase amount and proportion reach the threshold of materiality.

Overview of MediaTek Sustainable Supply Chain Management Tools



5.1.1.1 Supplier Code of Conduct

[Achievement in 2022: 100% signing rate]

In 2015, MediaTek officially incorporated principles and initiatives such as the RBA Code of Conduct, International Labor Office Tripartite Declaration of Principles, and the UN Universal Declaration of Human Rights into its Supplier Code of Conduct. All suppliers are required to take positive action and comply with this code. As a top enterprise in the global electronics industry supply chain, MediaTek spares no effort to safeguard the collective rights and well-being of its staff. The Supplier Code of Conduct adopted by us encompasses 39 indicators in the following five dimensions: Labor and human rights, health and safety, environmental protection, professional ethics, and management systems. We continue to observe and respond to social responsibility standards accorded high importance worldwide. In 2022, all the suppliers of MediaTek have signed the agreements.



5.1.1.2 Annual and New Supplier Sustainability Risk Assessment Criteria

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

Annual and New Supplier Sustainability Risk Assessment Criteria and Weight of the Assessment		
Management dimension	Management standards	Evaluation weighting
<p>Economic dimension</p>	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.	Delivery times, production capacities, yield rates, and adoption of new products; ISO 9001 Quality Management System and IATF 16949 Automotive Quality Management System. 34%
<p>Environmental dimension</p>	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.	ISO 14001 Environmental Management System, QC 080000 HSPM Hazardous Substance Process Management System, Sony Green-Partner. 33%
<p>Social dimension</p>	Fulfillment of social responsibility by suppliers, conformity to international labor rights, and provision of a safe and healthy work environment.	MediaTek Supplier Code of Conduct, RBA Code of Conduct, SA 8000 Social Accountability Standard and Prohibition of Conflict Minerals, ISO 45001 Occupational Health and Safety Management System. 33%



Annual and New Supplier Sustainability Risk Assessment Procedure



Supplier ESG Risk Assessment system

Those who pass the risk assessment (≥ 60 points) will be classified as priority suppliers, and the others will be classified as high-risk suppliers. If a supplier improves its compliance with ESG standards during the follow-up period, it may be included as a counterparty for procurement; for those who do not make improvement, if they still fail to meet the criteria after counseling or assistance, their transaction volume will be reduced or terminated.

2022 Supplier Evaluation Results [All suppliers conform to the ESG evaluation standards]

	100~80	79~60	<59
Number of suppliers	28	3	0 (High risk)

Supply chain external accreditation rate				
	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%	

5.1.1.3 Key Supplier Management

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

Key Supplier Sustainability Scoring Standards			
Dimension	Corporate Sustainability Management	Corporate Green Manufacturing	Corporate Sustainability Projects
Weighting	60%	30%	10%
Method	Audit suppliers' specific commitment towards corporate sustainability, RBA, conflict minerals and hazardous materials management	Audit greenhouse gas emissions, carbon emission intensity reduction rate, the progress of renewable energy construction planning and energy/water management performance	Audit the sustainability projects between suppliers and MediaTek: The project covers the complete product life cycle starting from design at the origin and mid-term production and manufacturing to waste treatment at the end, such as various sustainable innovation projects, i.e. carbon reduction and circular economy.
Description	Conduct documentary audit or on-site RPA audit to examine whether the actual management of conflict minerals and hazardous substances is in compliance with international regulations and MediaTek' rules and provisions.	Conduct documentary audit or on-site audit on MediaTek's greenhouse gas emissions, energy/carbon reduction performance, electricity consumption for manufacturing, energy transition plan, and water safety management plan and performance.	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.
Evaluation result	Overall evaluation score of 60 or higher: 100%		

Key Supplier Sustainability Scoring Standards and Procedure



Key Supplier Sustainability Scoring Standards and Procedure



The annual carbon intensity reduction target is set based on the carbon emission situation of key suppliers and the feasibility of carbon reduction technologies, and the short-term target is to reduce carbon intensity by more than 2% per year. Moreover, MediaTek has reviewed and estimated the GHG emission quantity and set a reduction target in GHG Scope 3 in 2022. Therefore, according to MediaTek’s net-zero roadmap and its target, we communicate with our supply chain partners and set reduction targets. Through continuous communication and counseling, we review carbon reduction results with our supplier partners to ensure that by 2030, greenhouse gas emissions from MediaTek’s manufacturing in the supply chain (suppliers’ own Scope 1 and Scope 2) will be reduced by 25% compared to 2020, and that the net zero target will be achieved by 2050. After the annual announcement of the evaluation results, we recognize and present the Best Sustainability Partner Supplier Award at the Annual Supplier Conference to encourage and thank the suppliers for their close cooperation and proactive implementation of MediaTek’s sustainability goals in the past year so as to build a sustainable value chain together with MediaTek.

5.1.1.4 Key material risk management

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

Conflict Minerals

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

Total smelters verified by RMI: 245 smelters (100%)

Gold	102 smelters	41.63%
Tantalum	38 smelters	15.51%
Tin	65 smelters	26.53%
Tungsten	40 smelters	16.33%

Actual achievements of Key Supplier’s corporate green manufacturing promotion

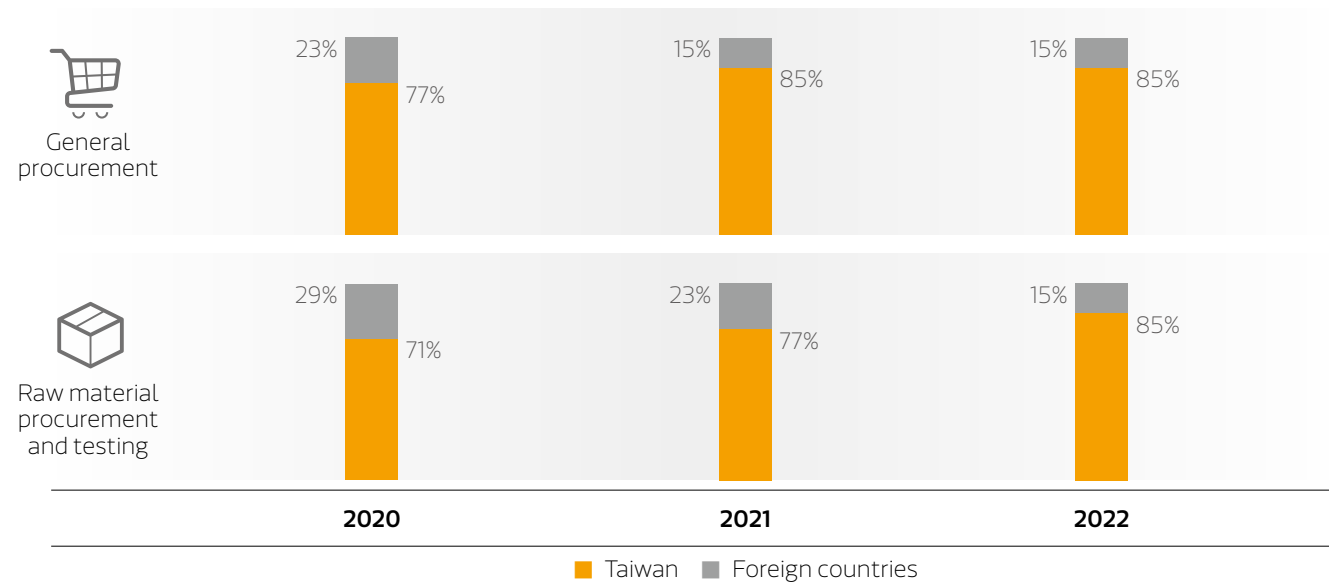
Evaluation goals	2020 key supplier response level (qualified suppliers/ total number of evaluated businesses)	2021 key supplier response level (qualified suppliers/ total number of evaluated businesses)	2022 key supplier response level (qualified suppliers/ total number of evaluated businesses)	Corrective action plans in 2022
Greenhouse gas inventory has been performed and certified by a third party.	71% (5/7)	71% (5/7)	100% (7/7)	Suppliers exhibited improved sustainability performance in 2022 compared to 2021. We will persist in our efforts to enhance the sustainability actions of our suppliers through ongoing communication, encouragement, and guidance.
Implemented low-manufacturing initiatives/programs	100% (7/7)	100% (7/7)	100% (7/7)	
Annual carbon intensity reductions of 2% or above	57% (4/7)	71% (5/7)	86% (6/7)	
Increased annual carbon savings rate (based on the year 2021)		2020: 74% (5/7) 2021: 100% (7/7) 2022: 100% (7/7)		

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\$ 240 billion each year (local manufacturers account for the bulk of raw material and general procurements).

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

Local procurement rate



5.1.2 Actions Harnessing MediaTek Influence

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

5.1.2.1 Actions harnessing influence on suppliers

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

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

5.1.2.2 Supplier engagement activities



As a leader in the industry, MediaTek has taken on the heavy responsibility of being a sustainability promoter, organizing supply chain forums year after year to bring partners in the industry together to support the United Nations’ sustainability goals. The theme of the 2022 responsible supply chain forum is “Achieving Sustainable Development, 2050 Net Zero Emissions.” Leaders, experts and scholars from all walks of life are invited to analyze global trends and developments, as well as share insights and opinions. The topics of speeches and discussions range from global climate politics, net zero transformation strategies, green energy planning and practices to global supply chain management trends and the linkage to ESG development.




In 2022, MediaTek officially announced its support for the global net zero carbon emissions initiative, and it will achieve net zero greenhouse gas emissions by 2050. As a fabless semiconductor company, MediaTek relies on its supplier partners for the entire procurement of raw materials and production activities. Supply chain management is one of the keys to achieve the goal of net zero emissions. Therefore, building close relationships with our partners in the supply chain and jointly implementing action plans for green manufacturing, circular economy and renewable energy are the operational guidelines that MediaTek always emphasizes and continues to strive for. Through this forum, MediaTek gathered all suppliers to reaffirm the Net Zero Declaration and requested supplier partners to submit a Net Zero roadmap for MediaTek’s product production and manufacturing, thus demonstrating the supplier partners’ determination to support MediaTek’s net zero declaration. Through renewable energy use targets and greenhouse gas emission reduction targets set by our supplier partners, we will gradually achieve a 25% greenhouse gas reduction by 2030 and a net zero emission target by 2050. The responsible supply chain forum held in 2022 is the first physical forum after two years of the COVID-19 outbreak. The supplier partners were very enthusiastic in response. In the forum, the interaction was lively, and communication was active. Both the organizers and the participants benefited much. In the future, MediaTek will continue to hold responsible supply chain forums to provide a platform for exchange and learning. Together with our business partners, we will promote and fulfill the goal of green manufacturing and sustainable development.



5.2 Climate Risk and Opportunity Management

5.2.1 Climate risk and opportunity

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

Category	Management actions	Chapter corresponding ESG	Category	Management actions	Chapter corresponding ESG
 Governance	Board supervision and role of the management level The sustainable development Committee holds task force meetings on a semi-annual basis to discuss and report plans executed and achievements made in the past 6 months, with the Chairperson who concurrently acts as vice 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.	4.1 Governance Framework 4.5 Risk Management	 Risk Management	Climate risk identification, assessment, and management procedures <ol style="list-style-type: none"> Implementation of transformation risk management in the context of sustainable supply chain management and ISO 14001 Environmental Management System: <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. 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. Physical risk management is implemented in the Risk Management Committee, which follows the Company's risk management policy and procedure, which account for every major risk faced by the Company during its business activities, including but not limited to risks in governance, strategy, operation, climate, finance, compliance, etc. Each unit is responsible for the execution of risk management program such as identification of risks, assessments, evaluation, responses and control, as well as self-supervision. 	4.5 Risk Management 5.1 Responsible Supply Chain Management 5.2.1 Business Continuity Management 5.3.2 Energy Management 5.3.3 Greenhouse Gas Emission Management 5.3.4 Water resource management 5.3.5 Waste Management
	Identified climate risks and opportunities 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 short-, mid- and long-term 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.	5.2 Climate Risk Management		Integration into the risk management system Climate risks have been listed as a reporting issue which is included into sustainable development committee discussions as required.	4.1 Governance Framework 4.5 Risk Management
	Risks and opportunities affecting company operations and strategies <ol style="list-style-type: none"> Transformation risk assessments mainly focus on: <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. 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. 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. 	4.5 Risk Management 5.3.2 Energy Management 5.3.3 Greenhouse Gas Emission Management 5.3.4 Water resource management 5.3.5 Waste Management		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 Environmental Management
Strategic planning in climate scenarios <ol style="list-style-type: none"> Assessment of transitional risk: We set the reduction goal that's stricter than 1.5° C, following the scenario of reaching NZE by 2050. Compared to the base year of 2020, the GHG emission of scope 1 and 2 will be 40%, scope 3 will be 25% less in 2030 while 100% of electricity used in the Group's offices worldwide (excluding data centers) will be renewable energy. Physical risk assessment: According to the IPCC RCP 8.5 scenario, the WRI Aqueduct tool is used to identify the risk impact of water stress on a sites. 	2.3 Innovation Achievements 5.3.3 Greenhouse Gas Emission Management 5.3.4 Water resource management	 Indicators and targets <ol style="list-style-type: none"> 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. 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. 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 Environmental Management		



Targets and performance

- 1 Advances in the field of energy consumption: Energy consumption ratios for major product categories have been reduced by 10% YoY in 2022 compared to 2021.
- 2 Chip miniaturization design: The size of major products have been decreased by 5% YoY in 2022 compared to 2021, which is projected to reduce generated waste by 12,000 kg.
- 3 Compared to the base year of 2020, the GHG emission of scope 1 and 2 will be 40% less in 2030.
- 4 Compared to the base year of 2020, the GHG emission of scope 3 will be 25% in 2030, while a target of carbon intensity by 2% per year has been set jointly with key suppliers.
- 5 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.
- 6 In 2022, the percentage of energy savings reached 16.3% and did not reach the original target of 17.8% because five new office sites were launched this year. In the future, various energy saving measures will also be taken in conjunction. At the same time, we are keen to set an electricity saving target of 16.5% for 2023. Further actions are as follows:
 - ▲ Power savings of 4% in the data centers of the Company within a three-year period;
 - ▲ The power generation capacity of the self-installed solar power system reached 0.177 GWh in 2022.
 - ▲ Each office continues to implement a series of environmental and low-carbon improvement practices. In 2022, we replaced LED energy-saving lighting in two existing buildings. The new building was built with LED energy-saving lighting, which saved a total of 2.79 GWh of electricity. It is expected that in 2023, we will replace the lights in two more existing buildings to achieve the goal of LED energy-saving lighting in all offices. In addition, a total of 13 electric vehicle charging stations have been set up, and the annual carbon reduction in 2022 is over 68 metric tons.
- 1 In 2022, the average percentage of water savings reached 3.7% and did not reach the original target of 5% because five new office sites were launched this year. In the future, various water saving measures will also be taken in conjunction. Furthermore, the water saving target for 2023 was set at 3.7%.

2.3 Innovation Achievements

5.1 Responsible Supply Chain Management

5.2.1 Business Continuity Management

5.3 Environmental Management



Indicators and targets

5.2.2 Business Continuity Management

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



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

Climate Risks	Impacts on operations	Corresponding measures	Indicators and targets
Water rationing	Water supply disruptions and insufficient water storage result in interruptions of chiller operations and IT data center services which provide indispensable support for R&D operations. Water supply disruptions result in business interruptions.	<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
Power rationing and power outages/interruptions	Power supply disruptions result in interruptions of equipment operations and IT data center services which provide indispensable support for R&D operations. Power supply disruptions result in business interruptions.	<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. ▲ Water consumption of relevant equipment can be sustained for more than a week (longer than maximum water rationing periods). ▲ Oil truck operations testing
Typhoons and flooding	Large-scale typhoons or flooding with long-lasting impacts can cause damage to certain office equipment and thereby affect company operations.	<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) ▲ 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. 	<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.

5.3 Environmental Management





We are firmly committed to concrete action for the promotion of environmental protection, energy conservation, and carbon reduction in search for potential responses and adaptations for climate change mitigation. We continue to implement energy conservation and carbon reduction measures in our office areas. The power-saving rate from 2017 to 2022 reached 10.1%–16.3%. In addition, we have set a target of 16.5% power savings for 2023. 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.



2022 Performance Management				
Energy management and conservation	Greenhouse Gas Emission Management	Water resource management	Waste management	
Goals set for 2021				
Power savings of 17.8%	Total power savings/total power consumption must reach 11%	Increased use of shuttle buses/ M-bike/company-owned e-scooters for security personnel for commute and transportation between office areas	To save 5% of water and to plan recycling of domestic waste water to enhance water conservation rates	Ongoing increase of recycling rates
Achievements in 2022				
Power savings of 16.3% Goal achievement status <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	Total power savings/total power consumption equals 16.3% Goal achievement status <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	The total number of uses increased by 26,118 Goal achievement status <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	Water savings of 3.7% Goal achievement status <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	From 35% to 38% Goal achievement status <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
Improvement plan				
Various energy saving measures, such as optimizing the air conditioning operation settings, are being implemented in newly built office premises.			Various water saving measures such as RO water recycling are being implemented in newly built office premises.	
Goals in 2023				
Power savings of 16.5%	Reduction of Scope 1 and 2 emissions by 10% (total power savings/total power consumption must reach 12%)	Ongoing increase of usage rate	Water savings of 3.7%	Ongoing increase of recycling rates

5.3.1 Environmental Policies

As a global, fabless semiconductor company, we specialize in IC design. All manufacturing operations including wafer production, packaging, and testing are carried out by commissioned manufacturers. MediaTek therefore prioritizes green product design, green procurement and management for subcontractors, reduction of resource and energy waste, and safeguarding of employee health and safety. This not only demonstrates MediaTek’s commitment to fulfilling its sustainable development but also represents a key asset securing the Company’s international competitiveness in the future. MediaTek proactively implements its environmental policies through four major management approaches. In 2022, total environmental expenses amounted to NTD64.59 million:

 Legal Compliance	 Green Design	 Training & Education	 Ongoing Improvement of Resource Management Systems
Actions	Actions	Actions	Actions
Compliance with ESH-related laws and requirements promulgated by the government and active responses to international environmental protection trends and zero-incident campaigns.	Implementation of green design concepts including product and process energy conservation and adoption of non-toxic materials paired with stepped-up efforts in the field of green procurement and management to ensure conformity of products, services, and subcontractors to international eco-trends and thereby honor the Company’s pledge to environmental protection.	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.	Elimination of dangers, risk reduction, and ongoing improvement of management systems including ISO 14001, ISO 45001, ISO 14064, and the newly adopted ISO 50001Note in 2021 with the goal of enhancing management performance; furthermore, contractors are required to give internal and external staff members a clear understanding of ESH policies in line with the requirements laid out in the “Contractor ESH Management Procedures” and thereby ensure the adequacy and effectiveness of the ESH management system;
Achievements	Achievements	Achievements	Achievements
Zero penalties imposed for violations of environmental safety regulations in 2022.	All our products conform to RoHS and REACH regulations, and we refrain from using prohibited substances.	100% completion rate of health and safety training for new hires in 2022.	Completion of external certification audits for the ISO 50001 Energy Management System (since 2021) and ISO 14064 GHG Inventories (Since 2020) in 2022. We kept up with the latest international trends in the field of management systems to realize our carbon hotspots, utilizing the data for the strategic planning of energy conservation and carbon reduction.

[Note] ISO 14001 (applicable from Jan. 1st, 2022 to Aug. 17th, 2025), ISO 45001 (applicable from Jan. 1st, 2022 to July 30th, 2025), ISO 50001 (applicable from Jan. 1st, 2022 to Jan. 13th, 2025)

Unit: NTD1,000

Environmental expenses			
Annual certification audits of the ESH management system	Commissioned clearance of domestic waste	Office and floor cleaning	Landscape maintenance
\$294	\$3,135	\$47,867	\$4,066
Sewage pool cleaning	Vector controls	Cleaning supplies	Total expenditures
\$1,573	\$1,833	\$5,823	\$64,591

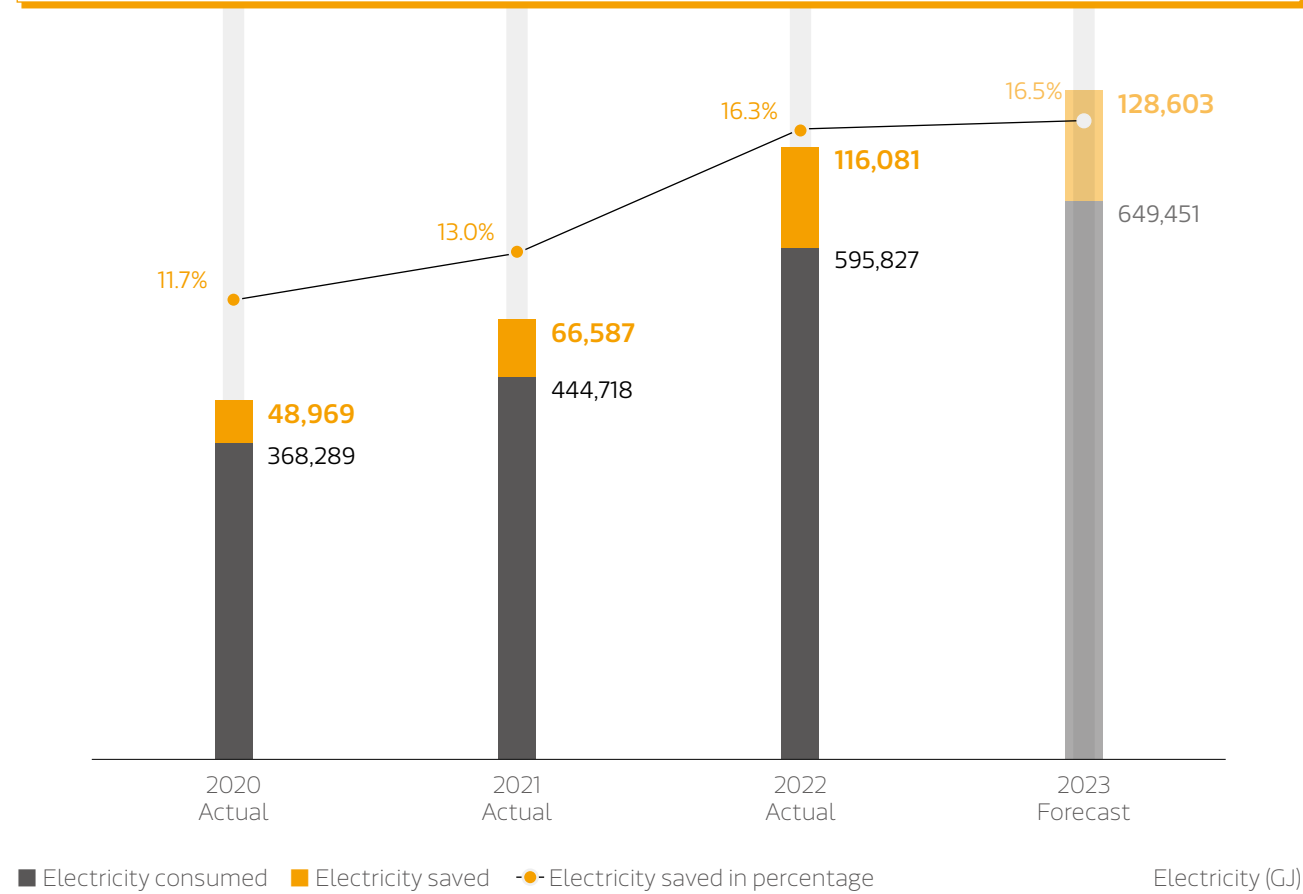
5.3.2 Resource Management

In response to industry expansion, MediaTek built five new office sites and expanded its IT data center in 2022, which consumed a total of 165.508 GWh of electricity. The electricity consumption increased by 34% compared to the previous year, and therefore the target of 17.8% set for 2021 could not be achieved. Despite the increase in total electricity consumption, MediaTek has been working on energy saving and carbon reduction measures, and the percentage of electricity saved this year reached 16.3%. In the future, we will continue to plan and implement various energy reduction measures, and at the same time, we set 16.5% as our proactive electricity saving target for 2023.

Energy use conditions in the most recent three years			
Energy	2020	2021	2022
Natural gas (GJ)	0	0	0
LPG (GJ)	5,767	5,716	6,751
Gasoline (GJ)	0	0	0
Diesel (GJ)	181	1,663	1,280
Purchased electricity (GJ)	368,289	444,568	595,827
Renewable energy (GJ) (renewable energy certificate)	72	0	0
Total (GJ)	374,237	451,947	603,858
Energy intensity (GJ per person)	39.5	41.1	49.0
Ratio of electricity to total energy use (%)	98.43%	98.37%	98.67%
Renewable energy usage rate (%)	0.02%	0%	0%

[Note] Heating value units are based on the heating value chart released by the Bureau of Energy.
 [Note] The increased energy consumption in 2022 compared to 2021 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.

Power consumption, Power savings, and Power-saving rate in the most recent three years and Projections for 2023



Three priorities of energy management and conservation in 2022

Efficiency enhancement	Innovative applications	Self-generated electricity
<p>High-density, energy-efficient data centers</p> <p>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.</p>	<p>Autonomously developed energy-efficient chips</p> <p>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.</p>	<p>Solar power system</p> <p>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</p>

20.3^{Wh}

Priority

1

Efficiency Enhancement

High-density, Energy-efficient Data Centers

Total power saving effects reach 20.3 GWh

For R&D needs, MediaTek has a constant demand for both the quality and quantity of data computing. Recognizing that the data center environment directly impacts computing efficiency and that high-speed computing can be energy-intensive, we've made a long-term commitment to improving our data center performance. This commitment underscores our dedication to efficiency and sustainability as we continue to innovate.

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



Current achievements

- On-going optimization of data center PUE (Power Usage Effectiveness) - the first new-generation energy-efficient data center had a PUE of 1.36 in 2022.
- Adjustment and calibration of newly installed office equipment to achieve optimized, energy-efficient operation modes.



Short-term

- The Company will continue to optimize its second and third energy-efficient data centers. The overall PUE reached 1.33 in 2022, and the Company will continue to improve our energy efficiency indicators in 2023.
- 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;
- In 2022, the Company has already started testing Immersion Cooling technology. Initially, the PUE is proven to be able to reach 1.10, and the energy efficiency can be significantly improved by 20%. This technology is expected to be applied in the operation of the next-generation data center in 2025; in addition, the traditional energy-consuming data center will be replaced by the same time.
- 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 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 2022, 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.



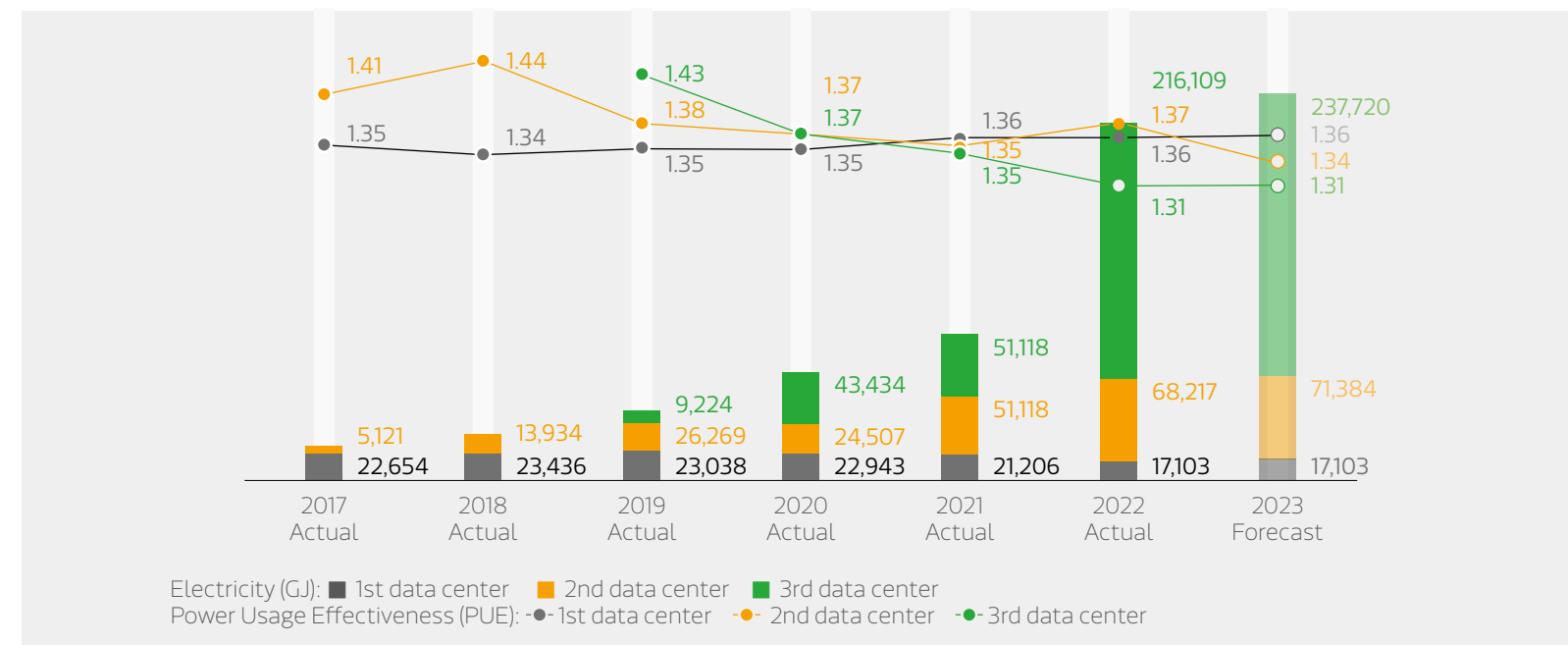
energy-efficient data centers'

Software 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
Hardware 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 NTD60.9 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 26 Daan Forest Parks.

[Note] 1kWh = 3.6MJ
 [Note] 20,300,000*0.509 (Electricity Carbon Emission Factor) = 10,332,700 kg CO₂e = 10,333 metric tons CO₂e
 [Note] According to the "Research of Taiwan's Wetlands of Importance's Capability as Carbon Sinks" conducted by Urban and Rural Development Branch, Construction and Planning Agency, Ministry of the Interior, the annual carbon sequestration of the Daan Forest Park equals 386 metric tons CO₂e



Priority 2

Innovative Applications

Autonomously Developed energy-efficient chips
 Annual power savings of around 564 kWh per meeting room

564 kWh

Inefficient use of meeting rooms, such as failing to utilize reserved spaces or leaving lights and air conditioning on after use, leads to resource wastage. To address this, we monitor meeting room usage with MediaTek's LinkIt 7697, our own IoT product. After attendees leave the rooms, lighting and air conditioning are automatically turned off and the room's usage status is updated. This approach ensures optimal use of our meeting room resources.

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 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 Parking space use	Recording and enhancement of usage rates
	Restroom use	Recording and enhancement of usage rates Improving employee perception

Priority
3

Self-generated Electricity Solar Power System

94 metric tons

Average annual carbon reduction of approximately 94 metric tons

Idle rooftop space of a Corporate HQ building 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 2022 amounted to 0.73 GWh. Total power generation of the PV system reached 0.177 GWh (638 GJ), which accounts for 0.1% of the total power consumption of 165.50 GWh (595,827 GJ) in 2022. This system is expected to deliver carbon savings of around 89 metric tons CO₂e annually. Furthermore, four additional rooftop solar power system are planned to be built in 2023.

5.3.3 Greenhouse Gas Emission Management

Greenhouse Gas Emissions

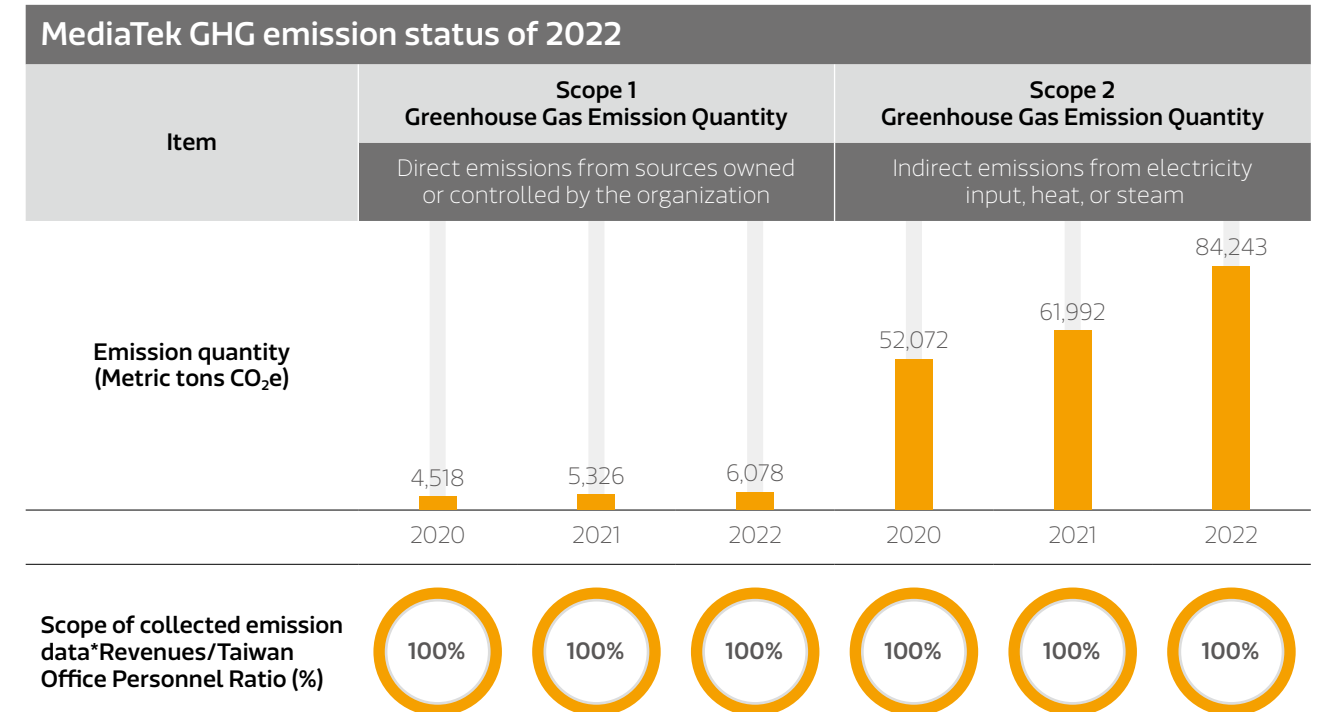
Scope 1 & 2 GHG emissions

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 93.27% of Scope 2 emissions. As the Company's scale of operations continues to grow, we are committed to improving energy efficiency and planning for renewable energy use in order to reduce greenhouse gas emissions from our operations. The main reduction measures in 2022 are to improve the energy efficiency of the data center, to replace the lighting of existing office locations with LEDs etc. in order to improve the efficiency of electricity consumption. In addition, the company continues to pay attention to various climate actions, such as the Science Based Targets (SBT) that limit the global temperature rise to 1.5 °C and the global renewable energy initiative—RE 100.

Enhancing the use of renewable energy is currently one of the main ways to reduce carbon for companies around the world, and it is also Mediatek's essential approach to reduce greenhouse gas emissions. Therefore, the company will continue to plan the renewable energy use target in two years, in order to gradually realize the effectiveness of corporate greenhouse gas reduction.

Scope 3 GHG Emissions - Shuttle Bus Services

With a view to reducing carbon emissions from employee commuting, MediaTek proactively adopts environmental protection measures targeted at transportation issues which are of immediate concern to employees. In 2022, carbon emissions generated from transportation amounted to around 219 metric tons CO₂e. To practically respond to the low carbon emission trend, in addition to maintaining the scheduled shuttle bus and electric shuttle bus between offices, 13 more electric vehicle charging stations were installed in 2022. Moreover, the first corporate Gogoro swapping station in Hsinchu Science and Industrial Park is expected to be launched in March 2023.



[Note] Since 2016, MediaTek has been self-monitoring its greenhouse gas emissions. The rise in emissions in 2022 is largely due to an expanded workforce, five new office sites, and the continued growth of our data centers. Despite this growth, we remain committed to managing our environmental footprint.
[Note] Scope: Offices in the Hsinchu Science Park/Zhubei/Taipei (100% coverage)

Unit: Metric tons CO₂e

MediaTek GHG emission quantity of 2022 statistics

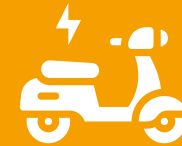
Greenhouse gas type	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Total
2022	89,145.31	1,023.23	153.2	0	0	0	0	90,321.74

[Note] GHG emission factor chart (Version 6.0.4) and the 5th assessment report of 2013
[Note] The Electricity Carbon Emission Factor was set at 0.509 (kg CO₂e/kWh) in 2022.

Greenhouse Gas Inventory and Targets for Verification Implementation

Taiwan	Current achievements	Completion of GHG inventories for all operating sites in Taiwan and passing of external certification audits
Global	Short- and medium-term 1-3 years	Conducting Global GHG inventories
Global	Long-term 3-5 years	Global GHG inventories/audit and risk assessments

Green Transportation



Shuttle bus services for commuters

Shuttle bus services between office buildings

M-Bike services between office buildings

Company-owned e-scooters for security personnel

EV charging stations

E-scooter battery swapping stations

Description

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.

Description

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.

Description

We provide 10 bicycles for commuting between office areas to encourage employees to adopt eco-friendly lifestyles and engage in regular exercise.

Description

We provide two e-scooters for office patrols and inspections by security personnel to promote the fusion of environmental protection and transportation lifestyles.

Description

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.

Description

It is planned to install an e-scooter battery swapping station at Corporate HQ in 2022.

Effects

In 2022, the shuttle bus was taken 66,363 times (there were 5 routes, and the bus come 7 times to take employees to go to work/get off work respectively). Since Zhubei route was added, and 7 stations were added to the original route in 2022, the usage rate increased by 86% compared to 35,582 times in 2021.

Effects

In 2022, shuttle buses between office buildings transported 7,019 passengers. Usage rates decreased by around 12.8%, 2021 mainly due to the impact of the COVID-19 pandemic and the temporary suspension of the shuttle bus in certain months.

Effects

M-Bikes were used by approximately 93 times in 2022. The reason why the usage rate decreased is that employees are used to take shuttle buses between offices.

Effects

Total distance traveled amounted to 1,100 km in 2022, which is roughly the same usage rate as in 2021.

Effects

The charging station started operation in March 2021. In 2022, 13 charging stations were added. The average annual usage rate reached 77%, which can reduce carbon by more than 68 tons in 2022.

Effects

MediaTek is the first enterprise in the Hsinchu Science Park to install a Gogoro battery swapping station, and the station is planned to be officially opened in March 2023.

5.3.4 Water resource management

MediaTek’s office water is supplied from the waterworks in each district. Due to the increase in the number of employees this year and the expansion of five new office premises and IT data centers, a total of 485,629 metric tons (approximately 486 million liters) of water was consumed. Its water consumption has increased by 27% compared to the previous year; therefore, the target of 5% set in 2022 could not be achieved. Despite the increase in total water consumption, MediaTek continues to carry out water resource improvement projects, and the average water saving rate reached 3.7%. In the future, MediaTek will continue to implement various water reduction measures accordingly. In terms of risk management, the WRI Aqueduct tool was used to simulate the IPCC RCP 8.5 scenario to simulate and confirm that the sites in Taiwan are not located in areas with high water stress. Our wastewater is mostly domestic sewage. It is discharged into natural water bodies upon treatment in wastewater plants in a unified manner in accordance with regional regulations to avoid local environmental impacts. The total discharged wastewater quantity of 202,792 metric tons (around 203 million liters) in 2022 is 12% more than the previous year for the same reason as the said increase water consumption.

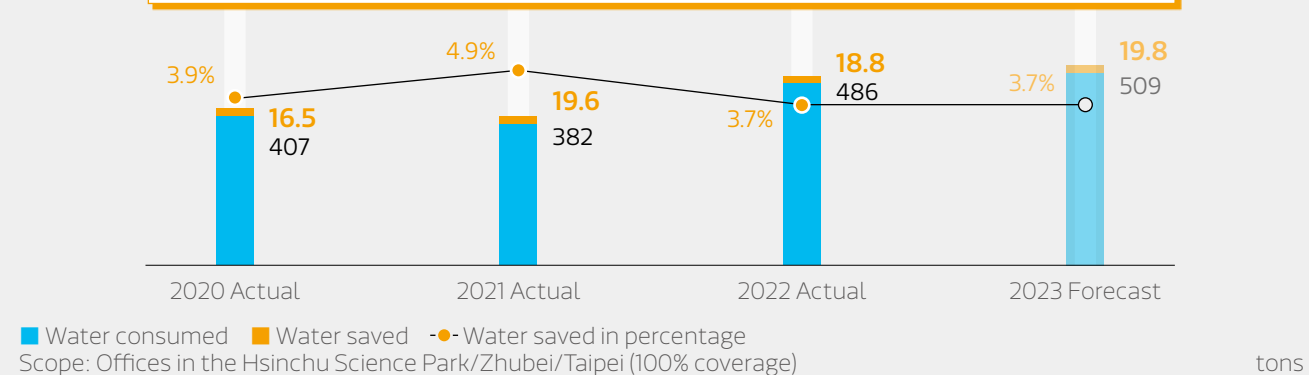
[Note] 1 metric ton of wastewater is roughly equivalent to 0.001 million liters

Water consumption in the most recent three years			
Year	2020	2021	2022
Water intake (million liters)	407	382	486
Water consumption (million liters)	228	201	283
Water discharge (million liters)	179	181	203

Item	Effects	Adopted Improvements
Equipment Replacement	Water savings of 2,480 tons	Enhanced efficiency: Utilization of water-saving devices (incl. automatic faucets, water-saving toilets, and use of water-saving faucets for washing water in recycling areas)
Water Resource Recycling	Water savings of 1,467 tons	Setting up of rainwater recycling tanks - recycled rainwater can be used for cooling towers
	Water savings of 14,881 tons	Condensed water from air conditioning systems and recycled RO water can be utilized for garden irrigation to reduce the waste of water resources

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

Water consumption, Water savings & Water-saving rate 2020-2023



5.3.5 Waste Management

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

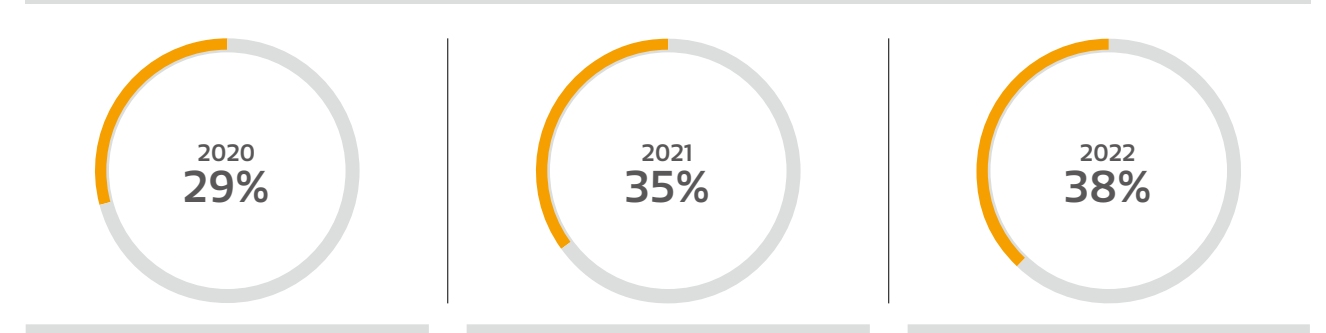
We reinforce waste management and prioritize waste reduction to realize the goal of resource recycling and reuse. Sorting, recycling, reuse, and proper treatment is carried out in a conscientious manner. In addition, ongoing improvements are implemented in the fields of waste storage, transportation, and treatment and environmental impacts. MediaTek selects qualified manufacturers for waste disposal and reuse operations in a rigorous manner and conducts non-scheduled audits of the legality of waste clearance processes to fulfill its supervision responsibility. In 2022, the waste treatment and recycling rate reached 38%. 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.

2022 Waste Treatment Statistics				
Category	Waste category	Treatment method	Treated quantity (metric tons)	Rate
Municipal solid waste	Domestic waste	Incineration	99.07	45.33%
	Waste paper	Recycling	60.12	27.51%
	Waste iron container	Recycling	0.18	0.08%
	Waste aluminum container	Recycling	0.18	0.08%
	Waste lighting source	Recycling	0.05	0.02%
Hazardous waste	Scrapped electronic parts and components	Outsourced treatment	58.95	26.98%
	scraps and defective products			
Total			218.55	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.

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

Recycling rate in the most recent three years



[Note] Recycled amount/Total waste amount



Chapter 06

Community Engagement

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

4 <small>QUALITY EDUCATION</small> 	8 <small>DECENT WORK AND ECONOMIC GROWTH</small> 	9 <small>INDUSTRY, INNOVATION AND INFRASTRUCTURE</small> 	17 <small>PARTNERSHIPS FOR THE GOALS</small> 
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Chapter 06

Community Engagement

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

ESG Highlights

156

technology application courses and clubs have been facilitated by STEM Course Maker program in 2022

1,610

feedback cards have been received from 2022 Science in Action Incentive Program to promotes science reading

297

innovative solutions were proposed for communities.

>15,000

individuals have benefited from MediaTek Public Welfare Project in 2022

- 🎯 86% of townships and districts across Taiwan : The coverage of participating teams across Taiwan in Genius for Home since it was launched.
- 🎯 1,161 students and 4,582 articles: The accumulated service results of MediaTek volunteers' "Online Public Service Writing Platform"
- 🎯 81 theses and 9 patent applications: The results of Industry-Academia Cooperation

“Genius for Home” Competition and Local Implementation Program

In 2022, 297 proposals were received for the 5th edition of the program (48 townships that made submissions are priority locations for placemaking). Teams that have participated in this program over the past four years hail from 317 different townships spread out across the island. 86% of all townships and urban areas in Taiwan are represented in the program.

Focal points

“Returning home” is the first step toward the implementation of social innovation

The “Genius for Home” competition does not end with the finals. The ultimate goal is local implementation. 9 of the award-winning teams in the last two years were granted subsidies to support them for continuing their work in the community in 2022.

Focal results

90%

of the teams believe that the workshop training creates the following concrete benefits for the teams and the submitted proposals.

100%

of them think that participating in Genius for Home will help to improve their opportunities to obtain other resources in the future

Success stories

The competition nurtures social innovation teams to continue taking actions locally

The “Time-and-Space-Defying Disaster Prevention Team” is originally formed by a group of disaster researchers with industrial and academic backgrounds. They teamed up for the competition and take continuous actions after receiving the first award in 2021. The team monitors four tribes in the Wulai Mountain area of New Taipei City, Taoyuan and Yilan tribes, and has begun to cooperate with public administration experts and the National Science & Technology Center for Disaster Reduction in order to move toward the expected goal of public-private disaster prevention and autonomous collaboration.



Science in Action Incentive Program

In 2022, 81 submissions were received (40% from schools in remote townships) for this program which has entered its 12th year. 38 submissions were recognized with awards at science fair at the city and county level, while 13 entries were honored with awards in national competitions. The quality of the awards received was the best ever. The program included the donation of 1,800 popular science books to 36 schools. 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

Promotion of the transition of scientific talent cultivation from a pure focus on knowledge absorption to emphasis of hands-on practice, a total of 43 projects from 36 schools span the fields of real-life applications, physics, chemistry, biology, mathematics, and earth science.

Focal results

98%

of them are satisfied with the teacher training camp

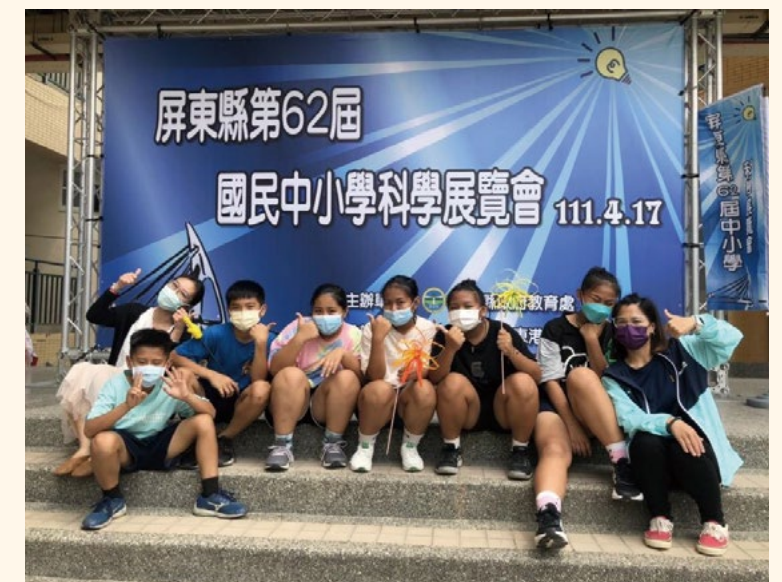
100%

of them agree that the teacher training camp are helpful in guiding science fairs projects

Success stories

Replenishing resources and triggering students' desire to learn

Tailjacking Ethnicity Experimental Elementary School in Pingtung County is a small remote indigenous school with only 44 students, which was selected into the program for the first time this year. In addition to bringing in adequate resources, such as funds and books, the resources can be accumulated for next year's submissions. Moreover, students began to show their strong desire to participate in science fairs. After the New Year, when the school year started, students proactively inquired about the eligibility of science fair competitions!



STEM “Course Maker” Program

Pursuing the influence in the system and offering the time needed to make changes in the education field, the Course Maker Program extended its support to 1+1 years since 2022. Taking a two-year cycle, the program aims to cultivate elementary and junior high school teachers with the ability to develop technology courses and provides them with multiple awards and grants for taking actions to start courses on campus.

Focal points

Nurturing teachers' curriculum development ability and revamping technology courses

In 2022, 53 elementary and junior high school teachers were trained and supported to offer regular classes or clubs on technology applications. 133 regular classes and 23 clubs have been organized to date.

Focal results

86.2%

Due to the program, 86.2% of the teachers introduced electromechanical control programs / IoT / AI content in their courses for the first time

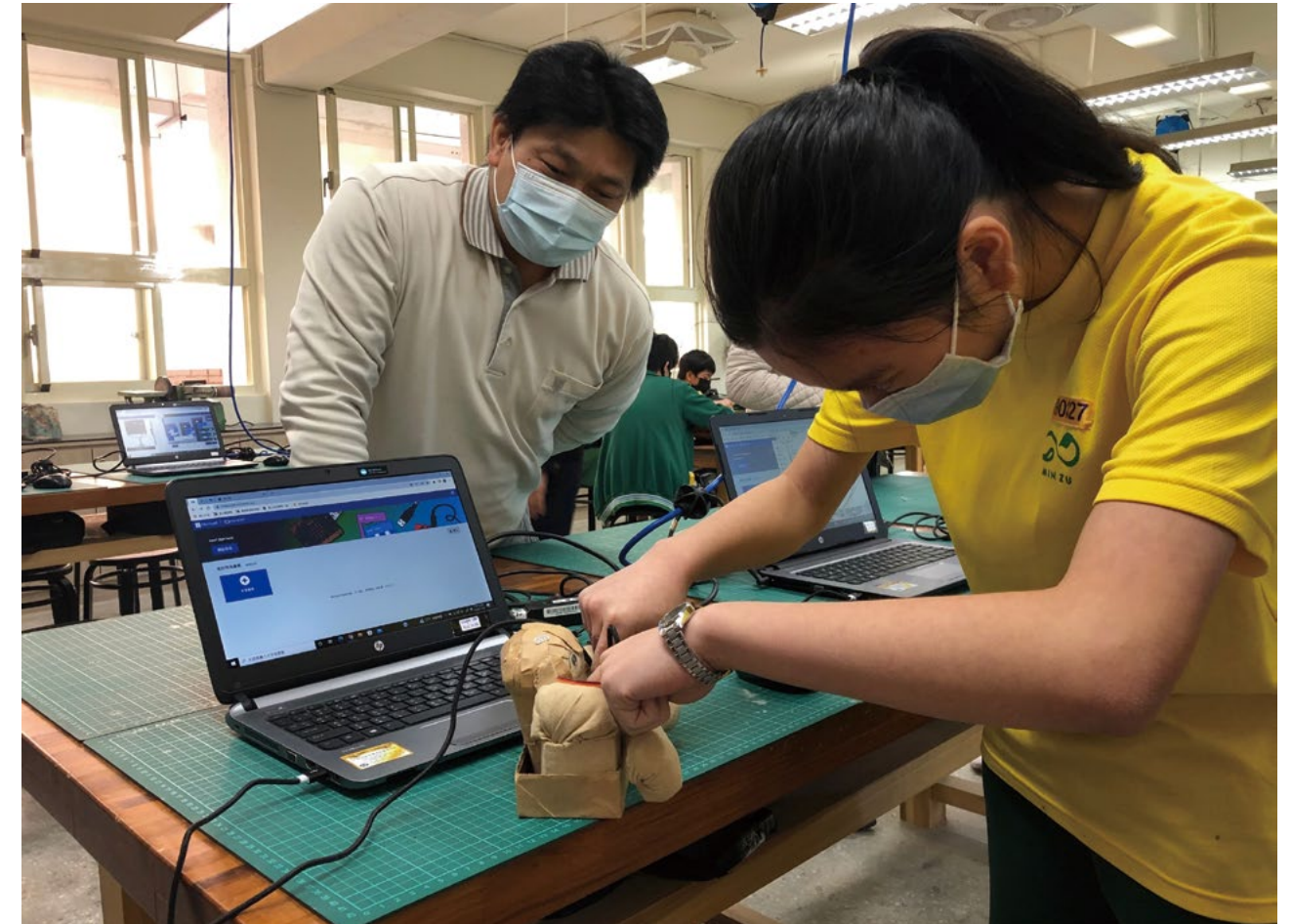
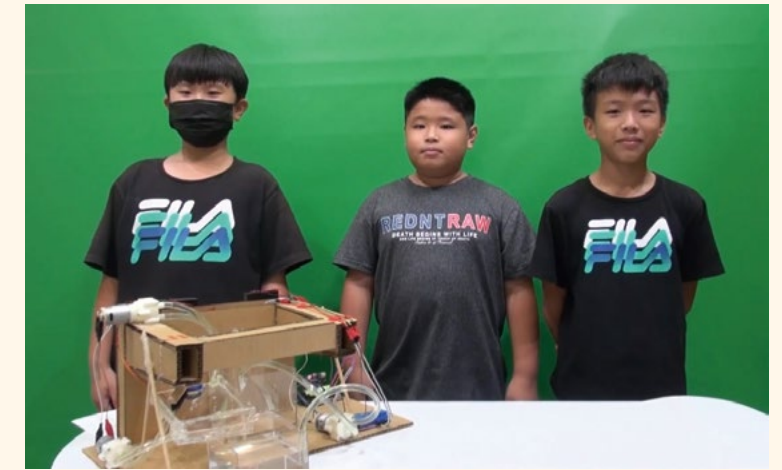
79.3%

of them assessed that students are willing to devote more time to their coursework.

Success stories

Offering technology courses in areas that lack technology resources

Out of the 54 course launching plans assisted by the 2022 Course Maker Program, more than half (28) were new clubs or courses. Taking Shuanglian Elementary School in Miaoli County as an example, the school is located in a remote village with 26 students, which it started its first club course on “solving campus problems.” A total of 12 students learned about various programming modules for their first time. They created their own coding and solved real problems such as the cleaning of the Barn Swallows’ feces.



Social participation and value co-creation

Management guidelines for material issues

Importance to MediaTek: Technological innovation is more than an endeavor to spearhead the industry—we aspire to use our competencies to motivate social influence. Aggregating our resources, we aim to promote the accessibility of knowledge. Like technological innovation, we believe that knowledge drives a better future by bringing opportunities to people.

Commitments and Policies: Setting technology as a competitive foundation for the next generation and working with society, we create a better future through education promotion, industry development, and social humanities.

Social innovation—empowering talents who are engaged in social innovation
Short-term: To conduct competitions and provide a platform to present and refine proposals
Medium and long term: To facilitate the implementation of proposals and establish an influential development blueprint



Goals

Solid technological foundation - Cultivation of technological innovation competence in the next generation
Short-term: Training of primary and secondary school teachers with a solid foundation in technology-related curricula
Mid- and long-term: Assistance to primary and secondary schools in the continued provision of technology application clubs or courses

Talent cultivation - Higher education and industry-academia collaboration
Short-term: Support for academic research
Mid- and long-term: Joint development of cutting-edge, innovative research

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



Management approach

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

Resources

Funding: Investment of NTD45.98 million
 NT\$ 44.78 million earmarked for organization of events and courses, grants/subsidies, and guidance services
 NTD1.2 million provided in form of equipment/material/goods donations
Manpower: 30 volunteers and 32 “Genius for Home” staff members (total of 62)



Management approach

Communication channels

Foundation website
Tel. number: 886-3-567-0766
 Workshop and competition website and participants service for selected “Genius for Home” teams
Foundation fan page
<https://www.facebook.com/mediatekfoundation/>

Evaluation mechanism:

Participant satisfaction survey and disclosure of influence results tracking

Social Innovation
Organizing digital social innovation competitions, “Genius for home”: 157 townships and districts were reached in Taiwan; 297 proposals were submitted, and 9 teams took actions locally after the competition.
[\(see 6.1 Digital Social Innovation\)](#)

Solid technological foundation
 STEM “Course Maker” Program: Extended to include 53 elementary and middle schools all over Taiwan
Science in Action Incentive Program for elementary schools: Extended to include 36 elementary schools all over Taiwan
[\(see 6.2 Solid Technological Foundation\)](#)



Achievements

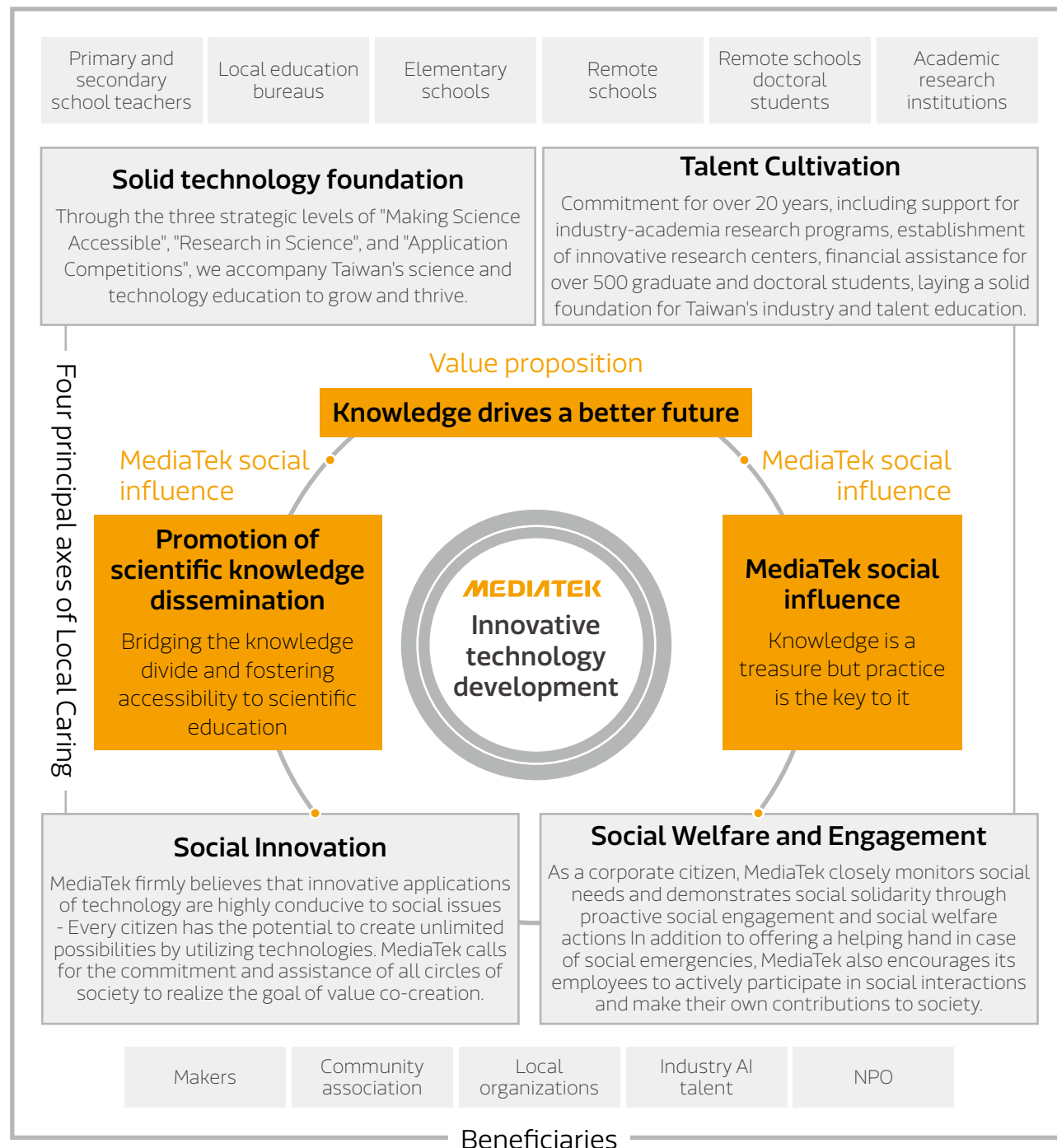
Talent Cultivation
 Encouragement of R&D - Support for three university-level R&D centers
 Formation of industry-academia alliances in line with government policies; injection of funding and teaching resources in for of industry instructors to support semiconductor college operations
[\(see 6.2.2 Talent Cultivation\)](#)

Social Welfare and Engagement
Greater Chao Nan Cultivation Plan : Over 1,940 students, faculty members, and local citizens have benefited from this program
 Volunteer activities [\(see 6.3 Social Engagement\)](#)

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

As an innovation-oriented enterprise, MediaTek embarks on the cultivation of technology talent with a focus to train the next generation of professionals with competence in the field of technology application. Implementation paths are divided into "knowledge dissemination" and "knowledge application" based on strategic considerations. Through four key action pillars - "social innovation", "solid technological foundation", "talent cultivation" and social welfare and engagement", MediaTek continuously cultivates and contributes to Taiwan. It also provides platforms for showcasing relevant achievement and making a meaningful impact.

MediaTek Community Engagement Blueprint



6.1 Digital Social Innovation

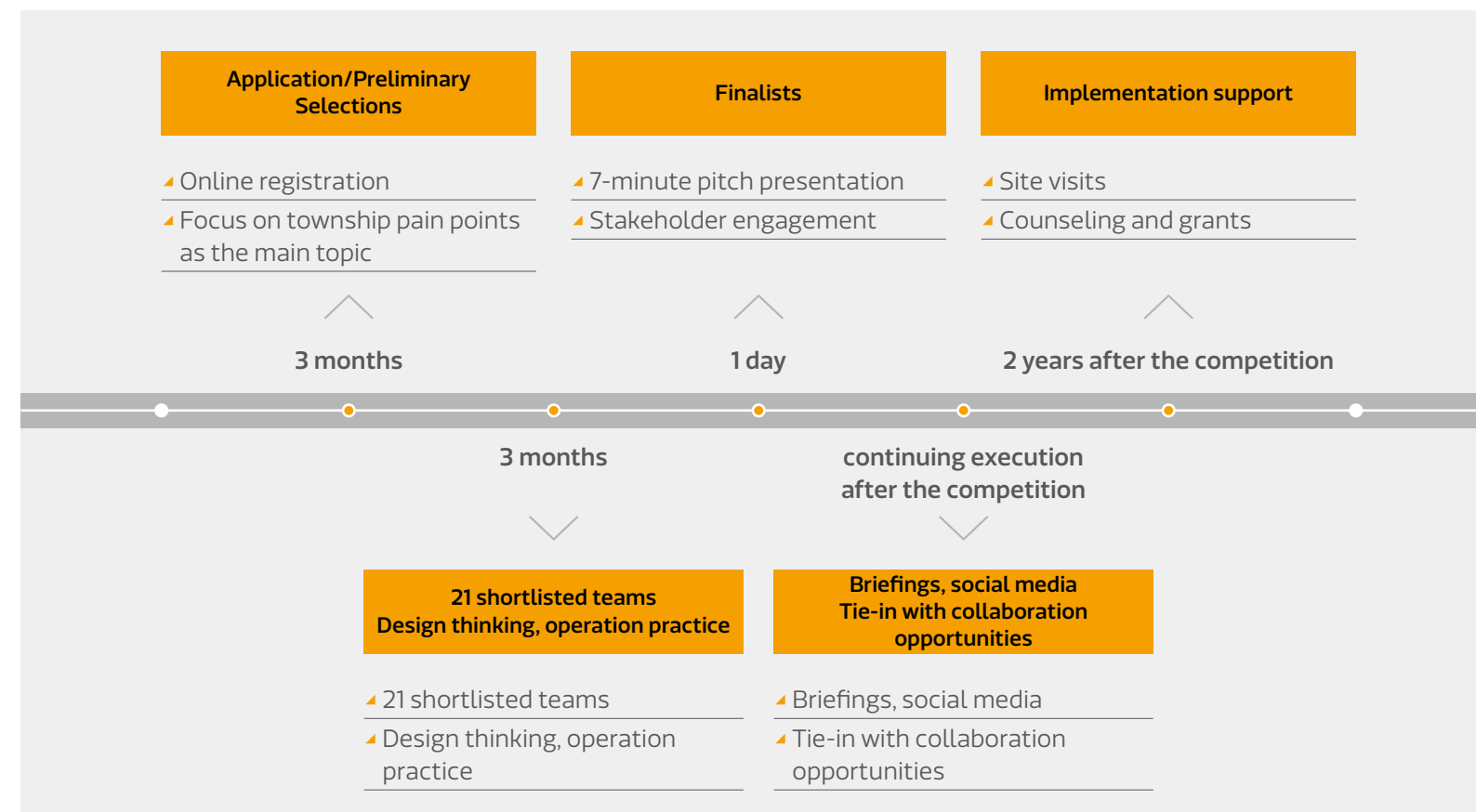
Harnessing of digital technologies for the solution of social issues is not the sole preserve of private enterprises. MediaTek firmly believes that every citizen has the potential to create unlimited possibilities by utilizing digital technologies. In 2018, MediaTek launched the digital social innovation competition "Genius for Home" to encourage all members of society to offer solutions for issues affecting their hometowns. In addition, MediaTek provided counseling and grants to support the finalist teams to implement their proposals for two years after the competition.



6.1.1 Genius for Home

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

Digital technology can be utilized as a tool for enhancing problem-solving efficiency. The MediaTek Digital Social Innovation Competition titled "Genius for Home" was launched based on the fundamental belief that "we should all make contributions to improve our hometowns". It calls on all citizens to provide solutions for social issues facing their hometowns through innovative application of digital technologies. Since its inception in 2018, a total of 1,853 proposals for hometown improvement were submitted in five sessions. Genius for home is more than just a competition. To encourage the finalist teams to implement their proposals after the competition, MediaTek provides resources, such as counseling and grant for two years after the competition. After the competition, 24 of the teams showed strong attempts to take actions locally; they gained the resources to support the progressive implementation for the local, thereby moving towards influential social innovation.



Submitted proposals

In 2022, a total of 297 proposals were received, and over 1,200 persons participated. The proposals to improve the hometown covered 157 townships and cities, and the scope of the proposals reached major issues, such as environmental sustainability, population ageing, long-term healthcare, urban-rural disparity, and innovation in traditional industries, etc. Also, in line with the global SDGs and ESG, net zero proposals were advocated, and there were 76 proposals related to sustainability and net zero.

Guided co-creation

MediaTek assigned 21 senior executives to serve as industry instructors and consultants for the 21 top teams. 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

For the first time, 2 teams won the first prize, 1 million each, in the competition. In addition, 3 teams won the premium prize and 4 teams won the special prize:

Taiwan D4Climate WG

Focusing on the current global concern of net-zero carbon emissions, a “Blockchain Carbon Inventory Management System” was developed. By using digital technology to track and collect greenhouse gas emissions, the real and complete carbon footprint can be revealed in a systematic way, thus helping the organization to take the first crucial step towards sustainability.

Teeth cleaning in Liouguei District

The team is made up of dentists and students with programming skills. The team went to remote areas of Liouguei, Kaohsiung and observed the shortage of dental resources and the serious caries problem among school children. Therefore, the team has developed a smart dental cleaning app, “Dental Hygiene Education eFinger”, to provide a more efficient way to track the status of dental cleaning in rural areas where human resources are scarce. The easy and smooth interactive design helps rural elementary schools’ teachers and school nurses guide their students to clean their teeth properly.

Implementation support

The most difficult stage of social innovation is to put it into practice. Therefore, MediaTek continues to provide counseling resources and implementation incentives for two years after the final competition of Genius for home in order to assist the finalist teams to put their proposals into practice. A total of 9 teams received guidance resources and subsidies in 2022 to engage in follow-up local implementation after the competition.



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

	2018	2019	2020	2021	2022
Number of shortlisted teams	20	20	21	21	21
Number of actual on-the-ground practices in the two years after the competition	4	7	6	8	8
Ratio of actual implementations	20%	35%	29%	38%	38%

*Only counted until the first year after the competition - 2023

List of topics of primary concern	2018	2019	2020	2021	2022
<ul style="list-style-type: none"> Female parenting and workplace supports 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 	<ul style="list-style-type: none"> Preventing disasters in the country Regional revitalization for tea farmers Blockchain and marine ecology data Digital transformation for lighting lamps in temples 	<ul style="list-style-type: none"> Net zero and climate governance Operation of local cultural intellectual properties (IP) Athlete career planning Citizen community environment documentation 	

Time-and-Space-Defying Disaster Prevention Team:

Actions are being taken constantly after receiving the award in 2021. In addition to extending the landslide hazard monitoring work from the Wulai Mountain area, New Taipei City to Xinxian, Xiaoyi, Fushan tribes. The monitoring has been further applied in Fuxing Township, Taoyuan City and Siji tribe, Yilan County. The team also began working with public administration experts. Moreover, the project was approved by the National Science and Technology Council's "Sustainable Integration of Ethnic Groups and Indigenous Peoples Plan." Monitoring information is sent back through the connection with the National Science & Technology Center for Disaster Reduction, thereby moving toward the expected goal of public-private disaster prevention and autonomous collaboration.



Sanxia tea spreading action takers:

One year after the competition, a digital walking map of Sanxia tea villages was completed. To take root in schools, the team introduced Sanxia's tea culture and tea history to the students with AR and VR courses at the school. The team worked with local teahouses, farmers' associations, societies, literary and historical workers, and community universities to form an online book club, thereby effectively forging consensus and continuing to develop new product designs and e-commerce platforms.



Areas overlapping with priority locations for placemaking

The National Development Council has listed 134 priority locations (townships and districts) for placemaking. 48 hometowns represented in the "Genius for Home" competition reached the promoted area earmarked for placemaking. Most of these townships (a total of 10) are located in Pingtung County followed by Hualien County (6 townships).



Most of these townships (a total of 10) are located in Pingtung County



followed by Hualien County (6 townships)

County/city	Reach	Reached townships/districts	County/city	Reach	Reached townships/districts
New Taipei City	3	Pingxi, Gongliao, and Ruifang Districts	Tainan City	4	Qigu, Zuozen, Jiangjun and Nanxi Districts
Miaoli County	1	Nanzhuang Township	Kaohsiung City	5	Dashu, Neimen, Liugui, Taoyuan and Cijin districts
Taichung City	1	Xinshe district	Pingtung County	10	Neipu, Zhutian, Jiadong, Linbian, Nanzhou, Liuqiu, Gaoshu, Wandan, Manzhou and Yanpu townships
Changhua County	4	Erlin, Fangyuan, Tianwei and Fuxing townships	Yilan County	2	Datong and Nanao Townships
Nantou County	2	Renai and Shuili townships	Hualien County	6	Yuli, Xiulin, Zhuoxi, Shoufeng, and Fengbin townships
Yunlin County	4	Hukou, Gukeng, Sihou and Taixi townships	Taitung County	5	Dawu, Beinan, Jinfeng, Daren, and Lanyu townships
Chiayi County	1	Budai township			

Satisfaction survey and feedback

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

90% of the teams believe that the workshop training creates the following concrete benefits for the teams and the submitted proposals.

- After participating in the workshop, I was much less “scared” of the final presentation.
- By discussing with teachers and consultants from different fields, the team became able to think in different directions.

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

70%↑

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.

57%

of the team eagerly anticipated more marketing and media resources that enable them to promote their concepts or draw attention.

As for overall satisfaction levels, all teams state that they have gained concrete insights, which helps improve access to other resources in the future through their participation in the 2022 “Genius for Home” competition and expressed their willingness to recommend participation in future competitions to other teams.

Safeguarding e-journey

“By taking this opportunity, we have received suggestions and feedbacks from our mentors, solved some process problems and improved the way we think about the problems. In addition through this opportunity, we also interviewed the users and learned about their needs, then troubleshot for them.”



TTNEMT

“The workshop made the team more familiar with how to present the description of social issues; the competition fostered the team's cohesion and made the local partners know that we are playing for real, not just talking. By using the grant, we are able to do something for our hometown, which is a great satisfaction.”



Candied peels




“The consultants' recommendation for social influence has been a great help to the team and has helped us to understand that what we shall do afterwards and what the social influence is are most important than what we actually do right now.”



6.2 Solid Technological Foundation and Talent Cultivation

6.2.1 Solid technological foundation

STEM talent is trained 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 2022:





Technology Courses	Science Projects	Maker & Application Competitions
<p>The “STEM Course Maker Program” nurtures teachers with the ability to develop technology courses so as to help elementary and junior high schools continue to offer technology application courses.</p> 	<p>“Science in Action Incentive Program” for elementary schools intends to provide incentives to students and faculty members to engage in science projects.</p> 	<ul style="list-style-type: none"> Smart Technology Summer Camp (linked to Taiwan International Science Fair) NASA Hackathon 



Technology Courses

Pushing reforms inside the educational system and flipping of technology classrooms by joining hands with first-line instructors

We understand that it takes time to make long-term influence in the education system, and that changes in the education field require preparation and time; therefore, the Course Maker Program, which started in 2021, expanded its support to 1+1 years from 2022. Taking a two-year cycle, the program nurtures elementary and junior high school teachers who have the ability to develop technology courses and helps them offer courses on the application of technology, such as electromechanical control programs, Internet of Things, and AI.

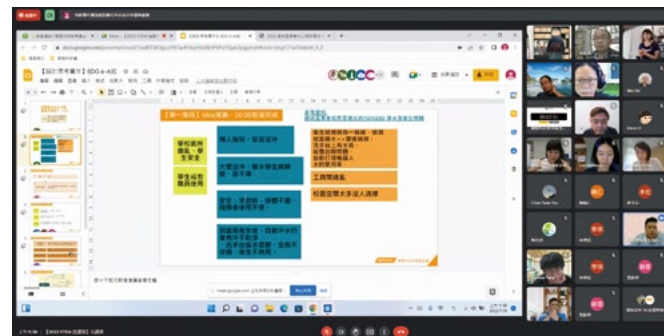
Participants	 Elementary and middle school teachers who exhibit a passion for technology education.
Education method	 First-line professional instructors with extensive experience in the field of technology education form a team of mentors for the organization of empowerment training in the technology and education dimensions during summer and refresher training during winter vacations. Furthermore, exchange activities are held during the semester
Program period	 1+1 year. After one year of participation, teachers can choose whether to continue for a second year based on their needs.
Diversified grants and subsidies	 Provision of subsidies for practice-oriented courses and autonomous research by teachers and incentives for competitions to provide multidimensional support for technology education at all schools.

Summer workshop

4-day teacher empowerment training enables teachers to create their own technology courses. Teachers can freely select micro:bit, Arduino, LinkIt 7697, or ESP32-based mechatronic and IoT and AI technologies in line with the school's conditions and status. In addition, SDGs are introduced as topics to practice solving real problems with technology. Participants are familiarized with PBL (problem based learning) teaching approaches for technology application courses. In the final part of the course, participating teachers get an opportunity to refine their course planning techniques through one-on-one consultation with the instructor.



▲ Technology Enhancement-ESP 32 hands-on face recognition access control course



▲ Education Enhancement - Using SDG as an example to practice solving problems with technology

Exchange during winter vacation

After a semester of teaching, teachers gave feedback on the challenges and needs of course design and implementation, and compiled them into a winter break weaknesses improvement course, such as electrical knowledge of development Board, micro:bit, Internet of Things, etc. In addition, all teachers were invited to share their experiences in course development, to hear model cases and to share their frustrating experiences in course development. They gave feedback to each other and prepared new nutrients to continue their practices in course development.



Practical achievements

In 2022, MediaTek assisted 53 elementary and junior high schools to start technology classes or clubs. 133 regular classes and 23 club classes have been held so far, covering 1,654 students in junior high schools and 2,372 students in elementary schools. MediaTek Foundation also invited the program's teachers to come to the school for an interchange. In addition to providing care and support, the teachers also observed each other's lessons and exchanged ideas for improvement.



Elementary department of St. Paul's High School
Science research and program application club









Municipal Minzu Experimental High School
It knows the courage in lives: AI voice recognition and companion robot pet course



Jiangcui Junior High School
Information technology class and software and hardware integration class

Focal data

Teacher aspect	Course aspect	Student aspect
 <p>Things that teachers think they have learned in this program:</p> <p>Professional technology:</p> <ul style="list-style-type: none"> Electromechanical control program: 100% IoT: 96.5% AI: 89.7% <p>Teaching method:</p> <ul style="list-style-type: none"> Computational thinking: 96.5% Design thinking: 100% Project or problem-based learning: 100% 	 <p>What changes have been brought about by the program to subsequent courses according to teachers' self-evaluation:</p> <p>86.2% of teachers introduced any of the professional skills listed on the left "for the first time" in their courses</p> <p>75.8% of teachers introduced any of the teaching method listed on the left "for the first time" in their courses</p> 	 <p>According to the teacher's own observation, the overall change in students by the Course Maker Program is as follow:</p> <p>34.5% of the teachers believe that the size of the class (number of students) has increased significantly as a result of the Course Maker Program.</p> <p>79.3% of teachers assessed that students are willing to increase the amount of time they devote to their homeworks.</p> <p>69% of teachers assessed that students have improved their problem-solving skills.</p>
Support system aspect and others		
<p>51.7% of the teachers self-assessed that the program has helped colleagues in their schools to better recognize the importance of technology education</p> <p>44.8% of the teachers believe that the program facilitates concrete support actions from colleagues within the school.</p>	<p>96.6% of teachers found a platform to discuss STEM issues via this program</p> 	<p>96.5% of teachers believe that they can continuously develop up-to-date technology courses to strengthen students' problem-solving skills based on the Course Maker Program.</p> 

 **Miaoli County Shuanglian Elementary School**
Teacher Yu, Chao-Yuan

Launched a technology club, teacher Yu gradually introduced modules, such as LED, ultrasonic sensors, server motors, and relays. In the last 10 classes, a "campus problem solving project" will be developed by design thinking.

My course of the Course Maker Program is for 4th to 6th grade students. However, two 3rd grade students have come here to sign up because they are very interested in technology and want to take the class. After the class, they even came to me and told me that they enjoyed it, so I was quite touched! Having this experience from elementary school will make a big difference in a child's horizons in the future. I hope to bring more technology-related contents to the students and thank MediaTek for its continuous efforts in technology education.



 **New Taipei City Jinlong elementary school**
Teacher Liu, Chia-Chia

In my first year in the Course Maker Program, I guided students to solve problems in their lives with the sensor light in the small mountain village club. In the second year, I expanded the course theme to community problem solving, then introduced it to all 6th grade students' regular computer classes.



The summer training opened my eyes. Because of this training, I re-examined the club curriculum and improved it. Although I did not plan and have the courage to introduce it to regular classes, after the training and communicating with experts from all over Taiwan, I tried to design a PBL curriculum and introduce it to regular classes. One year later, the sprout program will be further extended to all grades. In addition, the foundation's financial support also allows us to prepare more materials. Therefore, students can try more possible solutions when solving problems.



Science Projects Science in Action Incentive Program for elementary schools

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

Cultivation of the next generation of professionals who possess the ability to solve problems through hands-on approaches, pragmatic pursuit of the popularization of 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 provide guidance in scientific exploration and practices nationwide.



Resources

Support is provided in five stages and encompasses grants/subsidies, teacher training camps for science projects, and donated popular science books.



Care for remote townships

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

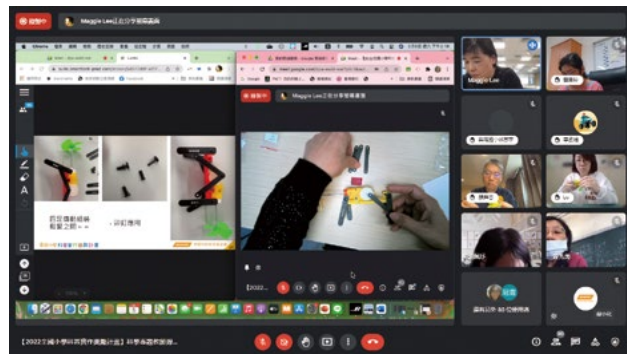


Selection

In 2022, a total of 81 submissions were received. 16 of the selected 43 projects were submitted by underprivileged schools in remote areas. A total of 81 teachers and 199 students were recognized for their achievements in the context of this Science Popularization Incentive Program. 38 and 13 submissions garnered awards at city/county-level and nationwide science exhibitions, respectively.

Teacher workshop on science projects

Affected by the pandemic, the teacher workshop on science projects was held online for the first time with a full-day course and delivery of teaching kits, allowing lead teachers to work simultaneously even from distance. The course includes the history of science experiments, hands-on remote investigation, hands-on operations of statistics and simulation software, etc. A total of 68 teachers participated in the training before the science fairs held in their counties/cities. 98% of the teachers were satisfied with the course contents, and 100% of them agreed that the course contents were helpful in instructing students in science fairs.



Donation of popular science books and book report card activity

MediaTek thoroughly chose 50 books published in the past year in various fields of science and technology as gifts to the selected schools. A total of 1,800 books were given to 36 schools in 2022. For schools that lack resources, it is a scarce reading resource. The school gave feedback: "In the past, different types of books were donated by the charity. This time, we can enrich the science books. We can set a reading time for guided reading on Wednesday and hold an article contest."



▲ Since the child wrote a review on the human body book, the parents bought a manikin to encourage their child in Hsing Lung Elementary School, Hsinchu County



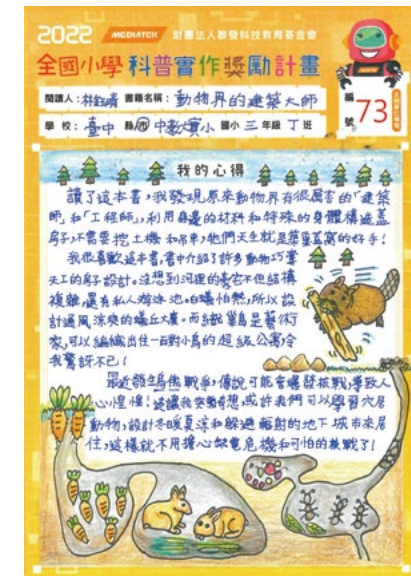
▲ The students of Pingtung Ren-Ai Elementary School followed the book and worked on it together.



▲ Unboxing photo of books received by Jinhu Elementary School, Kinmen County

During the pandemic, some school libraries are closed. The school made a modification and sent the books to each class by turns. A total of 1,610 book report cards were written during the activity. 1,490 books have been 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 33,435 individuals.

我長大想要發明機器人，
做出更厲害的機器人
我還想要用Scrach程式設計出
和書中相對應的程式喔！



Feedback



New Taipei City Taishan Elementary School

Selected for the first time Grade A, Biology, New Taipei City

Upholding the philosophy of “education is a process where lives are influenced by lives,” the teacher, who just received a master’s degree in life sciences, wants to inspire more students to engage in scientific research in the future and was selected for the program on the very first application.

The teacher said: “In addition to purchasing the necessary equipment and devices for this science fair, the subsidy can also be used for the next science fair. Further, we can invite lecturers in the field of marine ecology conservation to give lectures at the school to educate the students about the importance of marine ecology conservation.

In the program, the donation of popular science books is also a big surprise. Students took two class periods to find books they were interested



in. Some students read several books in these two classes and asked: “Will the teacher let us continue reading and writing reviews next week?” “The students, who often zone out in class, also found a very interesting book together, and they looked for where the animals in the book are hiding. “When I saw this, I thought to myself: It really satisfies my original intention to apply for this program”



Tailjaking Ethnicity Experimental Elementary School, Pingtung County

Selected for the first time honorable mention award and excellent work in mathematics category of Pingtung County science fair and local textbook award

Tailjaking Ethnicity Experimental Elementary School (Saijia Elementary School), Pingtung County, is a remote school with only 44



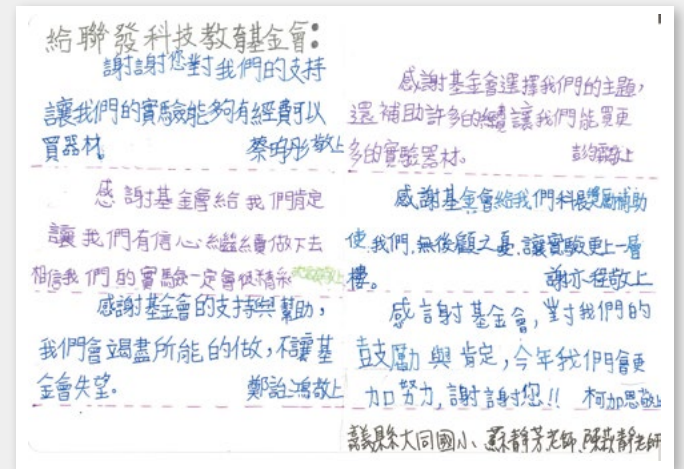
students. The teacher said: “the work that can be done in half year by city schools will take up to a year to be completed here because we always have to raise and borrow resources. We were selected for the first time this year, and with the funding we received, we can not only contribute to the current year’s work, but also accumulate it, so that we can start to submit pieces in chemistry next year, which requires more funding. More importantly, we saw that students have a strong desire to participate in science fairs. After the New Year, when the school year started, students took the initiative to ask about the eligibility of science fair competitions!”



Chiayi County Datong Elementary School

Selected for the first time The third place in Life and Application (II) of National Science Fair

“In order to participate in the MediaTek’s Science in Action Incentive Program, I planned ahead for the topic this time and allocated my time well. Furthermore, it was great to receive prompt advice from the experts. The results of this year’s Science Fair is a proof that participation in the program can help enhance the benefits of the Science Fair, and we are deeply grateful for the help from the Mediatek Foundation. This year, we also used the grant money we received for being selected to help students buy lab coats. Wearing a lab coat not only protects the safety of students, but also makes children feel like a little scientist.”



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 38 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 and instructions after the camp activity, directions are revised to facilitate the final creation of a smart technology project.



Participants: Ninth grade to eleventh grade



Resources: 3-day seminar during spring break, 2-day Recurrent training, research grant, guidance for international science fair participation.






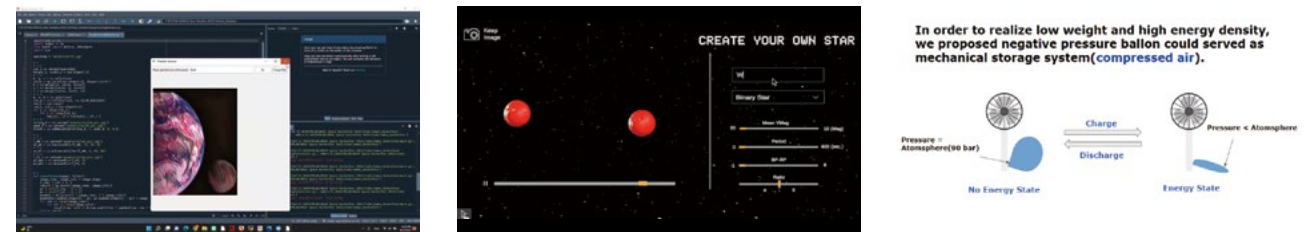
Competition situation: 14 of the 15 works created in the 4th camp in 2022 were registered for the Taiwan International Science Fair. 6 passed the preliminary review and 2 earned awards.



NASA Hackathon

To encourage people from all walks of life to work together through technology for a better future of our planet, MediaTek supports NASA's "2022 NASA Hackathon" competition to find solutions from the data provided by NASA.

-  **Participants:** people who use digital solutions to solve NASA's challenges.
-  **Award:** MediaTek Better Future Award
-  **Competition situation:** Three works with foresight, technical strength and application potential are selected for special awards in the three city, Taipei, Taoyuan and Kaohsiung, competitions by MediaTek's internal professional judges.



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

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

The responsibilities of the MARC include far-sighted planning and research, innovative research center operations, formation of industry-academia alliances, implementation of industrial development policies adopted by the government for high-priority areas, cooperation with domestic and international academic research institutions, and participation in top international technology forums and activities. Over the past twenty years, the center has also partnered with domestic and international academic institutions all over the world including National Taiwan University, National Tsing Hua University, National Yang Ming Chiao Tung University, National Taiwan Normal University, National Cheng Kung University, National Chung Cheng University, National Taiwan Ocean University, National Taiwan University of Science and Technology, University of Florida, Harvard University, University of Oulu, Oregon State University, University of Mississippi, Massachusetts Institute of Technology (MIT), University of Twente, TU Delf, University of Southern California, UT Austin, NYU, UC Berkeley and Cambridge University.

In 2022, MediaTek invested more than NT 87 million to nurture talents with high education. During the year, we carried out industry-academic projects with various schools, published 81 theses, applied for 9 patents, and participated in various competitions, and won more than 20 awards. Over a quarter of the 240 participated students who participated in the program became interns at MediaTek.

Item	Description
<p>01 Participation in industrial development initiatives of the government in high-priority areas</p>	<ul style="list-style-type: none"> ▶ In 2022, MediaTek provided funding and industry mentors to support the establishment and operations of three semiconductor colleges, namely the "NTU Graduate School of Advanced Technology", the "NTHU College of Semiconductor Research", and "NYCU Industry Academia Innovation School" in line with the promotion of industrial development in high-priority areas by the government and the "National Key Fields Industry-University Cooperation and Skilled Personnel Training Statute" promulgated by the Executive Yuan.
<p>02 Industry-Academia Cooperation</p>	<ul style="list-style-type: none"> ▶ MediaTek established innovation and research centers in Taiwan University, Tsinghua and Yang Ming Chiao Tung University in the end of 2013. ▶ MediaTek conducts Call for Proposal to collaborate with universities on industry-academic projects. ▶ Industry-academia alliances are jointly formed by schools and enterprises in line with the policy of the Ministry of Science and Technology to promote the "provision of solutions by academia for problems" put forward by enterprises. ▶ MediaTek provides resources to assist schools in recruiting outstanding teachers worldwide and rewards outstanding master and doctoral students in the field of electrical engineering and information technology.
<p>03 Participating in various academic and industrial exchange activities at home and abroad</p>	<ul style="list-style-type: none"> ▶ Joining domestic and international research organizations ▶ Participation in various conferences and activities to facilitate industry upgrades.
<p>04 Grants for Doctoral Students in Taiwan and Overseas Areas</p>	<ul style="list-style-type: none"> ▶ Encouragement of outstanding graduate and doctoral students in the fields of electrical engineering and information technology in Taiwan, cultivation of domestic talent in the field of technological research and education, and strengthening of Taiwan's competitive edge in the field of fundamental research of electronics technologies.

Program description

Semiconductor academy

- ▶ In the end of 2022, MediaTek provided funding and industry instructors to support the establishment and operations of three semiconductor colleges, namely the “NTU Graduate School of Advanced Technology”, the “NTHU College of Semiconductor Research”, and “NYCU Industry Academia Innovation School” in line with the promotion of industrial development in high-priority areas by the government and the “National Key Fields Industry-University Cooperation and Skilled Personnel Training Statute” promulgated by the Executive Yuan.

Industry-Academia Cooperation

- ▶ In the end of 2013, “MediaTek–NTU Research Center,” “MediaTek–NCTU Research Center,” and “MediaTek–NTHU Research Center” were founded.
- ▶ Tens of million NT dollars are funging in Call for Proposal each year to collaborate with universities on industry-academic projects.
- ▶ Industry-academia alliances are jointly formed by schools and enterprises in line with the policy of the Ministry of Science and Technology to promote the “provision of solutions by academia for problems” put forward by enterprises.
- ▶ MediaTek provides resources to assist schools in recruiting outstanding teachers worldwide.

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

- ▶ 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 bring the company in sync with international trends.

Achievements

- ▶ Tens of million NT dollars are invested each year to support the academy’s operations.
- ▶ We invite our employees to serve as mentors to bring advanced knowledge from the industry to the academia. In this way, we can nurture students to adapt to the rapid changes in technology and obtain information about the latest technological trends during their schooling.



- ▶ The funding for the industry-academia cooperation in 2022 is about NT87 million. On January 6, 2023, MediaTek held the annual MARC Workshop to present the results of the industry-academia cooperation. 40 professors and students of the project gathered to exchange technology with MediaTek’s employees. A total of several hundred people participated in the event.
- ▶ In 2022, we carried out 40 industry-academic projects, published 81 theses, applied for 9 patents, and participated in various competitions, and won more than 20 awards. Over a quarter of the 240 participated students who participated in the program became interns at MediaTek.
- ▶ MediaTek participates in the “Future Society (2025-2035) Top Energy-Saving Semiconductor Technology” industry-academia alliance program held by Yang Ming Chiao Tung University. In addition to MediaTek, the partners include TSMC, Vanguard International Semiconductor, Elan, Wafer Works, DING QIAN, VEECO Taiwan and AboCom.
- ▶ By providing funding, MediaTek helps schools to provide scholarships for outstanding master’s and doctoral students.

- ▶ MediaTek proactively participates in various academic research organizations and industry associations and is a member of the following 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.
- ▶ In order to advance the research and development of cutting-edge technologies and to become a technology leader, MediaTek invests tens of million dollars annually to participate in the Semiconductor Research Corporation (SRC). Founded in 1982, SRC is the world’s leading semiconductor organization with a 40-year history. Gathering major companies, such as Intel, AMD, IBM, Micron, Qualcomm, TI, TSMC, Samsung, and ARM, as well as the U.S. government and academic institutions, SRC offers billions of USD each year to the academic community for various cutting-edge semiconductor research projects. MediaTek has participated in the SRC Decadal Plan for Semiconductors, the Global Research Collaboration Program (GRC). Furthermore, in 2022, MediaTek expanded its participation in the SRC Jump 2.0 program (Joint University Microelectronics Program 2.0).

Program description

Grants for Doctoral Students in Taiwan and Overseas Areas

Advocacy of Exchanges in the field of Hi-tech

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

Achievements

- ▶ From 2002 to 2022, MediaTek had supported 64 domestic PhD students, 8 ASEAN (India) PhD students, 15 XIIT Joint Dual-degree PhD students at Yang Ming Chiao Tung University, 1 awarded distinguished PhD student, and 1 PhD student at Graduate Institute of Communication Engineering (Communications Cultivation Program for Excellent Elites), Taiwan University. In total, 89 PhD students were supported.

Mediatek has sponsored or participated in the following national and international exchange activities and conferences:



- 01 The 27th Workshop on Compiler Techniques and System Software for High-Performance and Embedded Computing (CTHPC 2022)
- 02 2022 International Solid-State Circuits Conference
- 03 BioCAS 2022 (IEEE Biomedical Circuits and Systems Conference)
- 04 SSCC (2022 Asian Solid-State Circuits Conference of IEEE)
- 05 2022 the 4th YST Forum of TIARA
- 06 2022 IEEE International Conference on Image Processing (ICIP)
- 07 Sponsorship of ASP-DAC 2022
- 08 2022 VLSI Design, Automation and Test Symposium
- 09 2022 VLSI Design/Computer-aided Design Symposium
- 10 Sponsorship of 2022 TSIA / Taiwan Semiconductor Industry Association
- 11 2022 NTU Graduate Institute of Electronics Engineering IC Summer Camp



- 12 2022 NTU Graduate Institute of Electronics Engineering EDA Camp
- 13 2022 MoEA IDB (Industrial Development Bureau) Campaign to give senior and vocational high school students a solid foundation in AI technologies
- 14 2022 Asia-Pacific Medical Students’ Symposium

6.3 Social Welfare and Engagement

MediaTek demonstrates social solidarity through proactive social engagement and social welfare actions. Topics of concern in 2022:

Volunteer Club	Social engagement
<ul style="list-style-type: none"> Reading & Writing Program 	<ul style="list-style-type: none"> Greater Chao Nan Cultivation Plan, Christmas wishes, movies of the sponsorship and Exclusive Sponsorship of the Voice of IC 

6.3.1 Volunteer Club



MediaTek encourages its employees to engage in social interactions in search for focal points for the practice of compassion and contributions to society. The Volunteer Club was officially established in 2012 to expand the social influence of MediaTek through organized and systematic management modes. These efforts have been facilitated by the official adoption of the volunteer leave policy in 2015 which entitles every employee to eight hours of volunteer leave per year. MediaTekers are actively encouraged to participate in social welfare activities to fulfill their civic responsibility. In 2022, MediaTek's volunteer club consisted of 93 volunteers in three groups: the Reading and Writing Group, the Material Collection Group, and the Beach Cleanup Group. The total number of service hours was 1,537.

Reading & Writing Education Program

The sensitive and tender heart behind technology people's rational and systematic thinking—the scope of companionship continues to expand

In 2018, MediaTek volunteers launched the "Reading & Writing Education Program" on their own initiative in their spare time. Combining logical thinking from STEM training and a passion for writing, they spontaneously developed teaching materials and created a gamified approach to writing instruction. The ultimate goal is to teach composition in a fun and entertaining manner. Entering the fifth year in 2022, 30 MediaTek volunteers joined hands with 73 students from Yang Ming Chiao Tung University's service learning program to serve 794 students in 22 elementary and junior high schools in remote areas of Hsinchu, Miaoli and throughout Taiwan. Including Indian employees in the English teaching group, the total number of service hours is 1,333.

They guided the students from observation and forming ideas to completing a complete essay in the end. A total of 64 students' works from 7 elementary school were collected and published as an e-book for the first time. For public interest, the fourth annual collection, "Genius for Home" is available for free.

Since more articles are submitted and need to be reviewed, the volunteer club has created an online charity writing platform since 2021. Students can submit their articles on the platform. After the platform's systematic management and automated assisted lectures, the volunteer coaches assigned by the platform will provide feedbacks, thus greatly enhancing the teaching and learning effectiveness. As of 2022, there are 200 volunteers and 2,056 students registered in the platform. 140 of these volunteers have reviewed 4,582 articles written by 1,161 students.

For the first time, MediaTek released its short film "MediaTek Social Engagement Documentary Short Film—Volunteer Club's Reading and Writing Education." The documentary uses 12 minutes to record how MediaTek engineers use rational and systematic thinking to lead students in writing for the past year and a half, and the sensitive and tender hearts behind it.



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 Plan

This program involves the long-term observation of development trends in Chaozhou and Nanzhou Townships in Pingtung County and the preservation of local culture through educational efforts. 1,940 individuals benefited from this program in 2022.



Sponsorship for AI popular science movies watching

MediaTek sponsored about 550 junior high school and elementary school teachers and students from 7 counties and cities to go to theaters and watch Taiwan's first AI popular science movie "S-Girl."

Exclusive Sponsorship of the Voice of IC

Provide the latest trends and developments in zero-carbon emissions to 701,000 listeners.

Christmas Wishes

MediaTek employees cooperate with charity organizations in the vicinity of company operating sites in the joint fulfillment of Christmas wishes. The Christmas wishes of 1,200 individuals of all ages in 21 institutions came true through these concerted efforts in 2022.

Greater Chao Nan Cultivation Plan – 1,940 individuals benefited in 2022, which marks the 3rd 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 Plan" which aims to inject humanistic and scientific education resources and preserve local culture through an education-oriented approach. The Greater Chao Nan Cultivation Plan" is designed to promote two main aspects. The first aspect is education—by "Shennong Program," "Bluesky Classroom," and "Chao Academy," children from Chaozhou and Nanzhou are able to receive better access to innovative educational resources; the second aspect is people, lives and industries in Chaozhou—through "Chao Persona," "Chao Living room," "Chao Travel" and "Chao Life Festival," we are able to create a local network in Chaozhou for the common good. In 2022, we promoted solid fundamental education in 5 elementary schools and 1 junior high school in Nanzhou and Chaozhou. 1,054 classes/activities were held; the total hours were 1090; 1,940 persons attended.



Christmas Wishes



At the end of every year, MediaTek Group organizes a social welfare activity titled "Christmas Wishes - Compassion without Limits". Individuals of all ages in charity organizations were invited to write down their Christmas wishes which were fulfilled by MediaTek employees to bring them human warmth on this special occasion. Until 2022, the activity also lasted nine years, the entire 1,500 wishes from 21 social welfare organizations were all "adopted" by MediaTek employees and the heartwarming gifts were delivered before Christmas Eve with the goal of sowing the seeds of hope through love and compassion.

Exclusive Sponsorship of the Voice of IC

Zero-carbon emission and sustainability are becoming increasingly important. MediaTek Foundation started to sponsor the production of the "Zero Carbon Future" radio program on Voice of IC. In 2022, the program reached a total of 700K listeners (including online live broadcasts, replays, estimated channel views and AOD and podcast platforms). The program explores energy-saving, energy-generating, energy-storage, and system integration from a practical and bold perspective. Dr. Hsin-Hsing Cha, an expert in climate change, risk prevention, and energy and environment issues, serves as the program host. In 44 episodes, various experts from different fields were invited to discuss the latest trends and developments in net-zero. MediaTek also shared insights on the impact of smart device energy saving from a chip performance perspective.



Sponsorship for AI popular science movies watching



MediaTek invited junior high school and elementary school teachers and students to watch Taiwan's first AI popular science movie "S-Girl" in movie theaters. Sponsored remote schools, such as Daxiang Elementary School in Chiayi County and Guanshan Elementary School in Taitung County; everyone from these schools were invited to watch the movie in theaters; a total of 250 teachers and students participated. In addition, an application-based project was also offered to invite teachers to bring their classes' students to watch the movie (more than half of the students must be female). 300 teachers and students from 7 counties participated in the project. Finally, through the collected feedbacks after watching the movie, the teachers and students were inspired to rethink about the application of AI and STEM education for women.



About this Report

Thank you for taking time to read the 2022 Corporate Sustainability Report (Sustainability Report, 2022) of MediaTek Inc. (“MediaTek”). This Report is a transparent and comprehensive presentation of MediaTek’s performance in the ESG (Environmental, Social, and Governance) domains and aims to help our stakeholders understand our principles and actions regarding sustainable development. We provide responses to our stakeholders’ expectations and needs within this Report and strive to exceed their expectations by reviewing and enhancing our practice.

Reporting Framework

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

Scope of this Report

The disclosure period of this Report is from January 1, 2022 to December 31, 2022. Our previous Report was published in June 2022, and all reports are published annually on www.mediatek.com as part of our continuing mission to realize sustainable corporate development. Information disclosed in this Report is focused on our headquarters located in the Hsinchu Science Park of Taiwan, though some information may cover MediaTek’s branch offices worldwide. Information disclosures that involve other regions are noted within this Report. We plan to gradually include important information regarding our affiliated companies and subsidiaries so as to display our sustainable influence on our value chain.

Reporting Guidelines

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

Accounting Standards Board (SASB) Standards for Semiconductors Industry.

Data Collection

Relevant information in this Report was provided by corresponding units in MediaTek, reviewed for accuracy and comprehensiveness by department managers, and compiled, edited, and reviewed by the six working groups of Sustainability Committee. Executive members of the Sustainability Committee and senior executives of each department reviewed and confirmed MediaTek’s strategic initiatives for sustainable development and management approaches for material issues.

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

Third-Party Assurance

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

MediaTek Inc.

Date of Establishment | May 28, 1997
 Listing information | TWSE listed Stock code 2454
 Capital | NTD 15,996,450,320
 Main businesses | Provision of chips for smart home, wireless connectivity, wearables, automotive electronics, customization, and smart handheld devices
 Contact information | For continuous communication with our stakeholders, you may contact us and submit your feedback via the following ways:
 Responsible unit: MediaTek Sustainability Committee
 Address: No. 1, Dusing 1st Road, Hsinchu Science Park, Hsinchu City
 Tel. number: 886-3-567-0766
 Email: csr@mediatek.com
 MediaTek ESG website | <https://corp.mediatek.tw/about/sustainability>

GRI Content Index

Statement of use	MediaTek Sustainability Report is prepared in accordance with GRI standards. The disclosure period of this report is the fiscal year 2022 (January 1, 2022 to December 31, 2022).	
GRI 1 used	GRI 1: Foundation 2021	
Applicable GRI Sector Standard (s)	N/A	
Disclosure Items	Chapter/ Note /Reasons for omission	Page Number
General Disclosures		
GRI 2 : General Disclosures 2021		
2-1 Organizational details	About this Report	p.178
2-2 Entities included in the organization’s sustainability reporting	About this Report	p.178
2-3 Reporting period, frequency and contact point	About this Report	p.178
2-4 Restatements of information	No restatement was made	-
2-5 External assurance	About this Report Independent Third-Party Assurance Statement	p.178 p.156
2-6 Activities, value chain and other business relationships	1.1.3 Global branding events 5.1 Responsible Supply Chain Management	p.027 p.098
2-7 Employees	3.1.1 Human Resource Structure	p.050
2-8 Workers who are not employees	3.1.1 Human Resource Structure	p.050
2-9 Governance structure and composition	4.1.1 Board of Directors, and their backgrounds and responsibilities 4.1.6 Corporate Governance Unit	p.084 p.086
2-10 Nomination and selection of the highest governance body	4.1.1 Board of Directors, and their backgrounds and responsibilities	p.084
2-11 Chair of the highest governance body	4.1.1 Board of Directors, and their backgrounds and responsibilities	p.084
2-12 Role of the highest governance body in overseeing the management of impacts	Material Topics Analysis Stakeholder Engagement 4.1.5 ESG Committee	p.012 p.020 p.086
2-13 Delegation of responsibility for managing impacts	Material Topics Analysis Stakeholder Engagement 4.1.5 ESG Committee	p.012 p.020 p.086
2-14 Role of the highest governance body in sustainability reporting	4.1.5 ESG Committee	p.086
2-15 Conflicts of interest	4.1.1 Board of Directors, and their backgrounds and responsibilities	p.084
2-16 Communication of critical concerns	4.5 Risk Management	p.091

Disclosure Items	Chapter/ Note /Reasons for omission	Page Number
2-17 Collective knowledge of the highest governance body	4.1.1 Board of Directors, and their backgrounds and responsibilities	p.084
2-18 Evaluation of the performance of the highest governance body	4.1.9 Important Measures for Implementing Corporate Governance	p.088
2-19 Remuneration policies	3.2.3 Compensation Competitiveness 3.2.4 Retirement Planning * Please refer to the Employee Restricted Stock Awards Rules for our current claw-back mechanism for managers	p.060 p.061
2-20 Process to determine remuneration	4.1.3 Remuneration Committee Annual Report 2022 p.28-29	p.085
2-21 Annual total compensation ratio	In 2022, the median total compensation of employees globally compared to the highest paid individual was 1 to 102.1; the median total compensation percentage increase compared to the highest paid individual was 1 to -2.7.	-
2-22 Statement on sustainable development strategy	Material Topics Analysis	p.012
2-23 Policy commitments	Stakeholder Engagement 3.4.1 Human Rights Policy 3.4.4 Workplace Diversity and Inclusion 4.3 Integrity and Legal Compliance 4.4 Internal Audit 4.5 Risk Management 4.6 Information Security Management 5.1 Responsible Supply Chain Management	p.020 p.069 p.072 p.089 p.090 p.091 p.094 p.098
2-24 Embedding policy commitments	Stakeholder Engagement 3.4.1 Human Rights Policy 3.4.4 Workplace Diversity and Inclusion 4.3 Integrity and Legal Compliance 4.4 Internal Audit 4.5 Risk Management 4.6 Information Security Management 5.1 Responsible Supply Chain Management	p.020 p.069 p.072 p.089 p.090 p.091 p.094 p.098
2-25 Processes to remediate negative impacts	Material Topics Analysis Stakeholder Engagement	p.012 p.020
2-26 Mechanisms for seeking advice and raising concerns	Material Topics Analysis Stakeholder Engagement 4.4 Internal Audit	p.012 p.020 p.090
2-27 Compliance with laws and regulations	4.3 Integrity and Legal Compliance	p.089
2-28 Membership associations	2.2.3 Exchanges 2.2.4 Patent Strategies and Establishment of Industry Specifications	p.041 p.043
2-29 Approach to stakeholder engagement	Material Topics Analysis Stakeholder Engagement	p.012 p.020
2-30 Collective bargaining agreements	No union or collective bargain agreements, periodic engagement with employees via labor meetings and multiple communication channels were offered instead.	-

Disclosure Items	Chapter/ Note /Reasons for omission	Page Number
MATERIAL TOPICS		
GRI 3 : MATERIAL TOPICS 2021		
3-1 Process to determine material topics	Material Topics Analysis Stakeholder Engagement	p.012 p.020
3-2 List of material topics		p.012 p.020
Economic Performance		
GRI 3 : Material Topics 2021		
3-3 Management of material topics	Material Topics Analysis Stakeholder Engagement	p.012 p.020
GRI 201 : Economic Performance 2016		
201-1 Direct economic value generated and distributed	4.2 Financial Performance Annual Report 2022	p.088
201-3 Defined benefit plan obligations and other retirement plans	3.2.4 Retirement Planning	p.061
201-4 Financial assistance received from government	Received financial assistances from the government in 2022 were mainly investment subsidies and rental tax exemption. Please refer to Annual Report 2022.	-
Corporate Governance and Legal Compliance		
GRI 3 : Material Topics 2021		
3-3 Management of material topics	Material Topics Analysis Stakeholder Engagement	p.012 p.020
Brand Identity and Market Perception		
GRI 3 : Material Topics 2021		
3-3 Management of material topics	Material Topics Analysis Stakeholder Engagement	p.012 p.020
Talent Attraction and Retention		
GRI 3 : Material Topics 2021		
3-3 Management of material topics	Material Topics Analysis Stakeholder Engagement	p.012 p.020
GRI 401 : Employment 2016		
401-1 New employee hires and employee turnover	3.2.1 Recruitment and Retention	p.054
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.4 Employee Experience	p.069
401-3 Parental leave	3.5.2 Establishment of Friendly Workplace	p.076

Disclosure Items	Chapter/ Note /Reasons for omission	Page Number
Labor-management relationship		
GRI 3 : Material Topics 2021		
3-3 Management of material topics	Material Topics Analysis Stakeholder Engagement	p.012 p.020
GRI 402 : Labor/Management Relations 2016		
402-1 Minimum notice periods regarding operational changes	All significant operational notices are compliant with local regulations.	-
Employee Development		
GRI 3 : Material Topics 2021		
3-3 Management of material topics	Material Topics Analysis Stakeholder Engagement	p.012 p.020
GRI 404 : Training and Education 2016		
404-1 Average hours of training per year per employee	3.3 Employee Development	p.062
Innovation and Product responsibility		
GRI 3 : Material Topics 2021		
3-3 Management of material topics	Material Topics Analysis Stakeholder Engagement	p.012 p.020
Information Security Management		
GRI 3 : Material Topics 2021		
3-3 Management of material topics	Material Topics Analysis Stakeholder Engagement	p.012 p.020
GRI 418 : Customer Privacy 2016		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There was no client complaint about privacy breach or information loss.	
Customer Relationship Management		
GRI 3 : Material Topics 2021		
3-3 Management of material topics	Material Topics Analysis Management of material topics	p.012 p.020
Supplier sustainable management		
GRI 3 : Material Topics 2021		
3-3 Management of material topics	Material Topics Analysis Stakeholder Engagement	p.012 p.020

Disclosure Items	Chapter/ Note /Reasons for omission	Page Number
GRI 308 : Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	5.1 Responsible Supply Chain Management	p.098
GRI 414 : Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	5.1 Responsible Supply Chain Management	p.098
Social Welfare Activities		
GRI 3 : Material Topics 2021		
3-3 Management of material topics	Material Topics Analysis Stakeholder Engagement	p.012 p.020
GRI 203 : Indirect Economic Impacts 2016		
203-1 Infrastructure investments and services supported	6 Community Engagement	p.128 p.133 p.145
Other Issues		
GRI 204 : Procurement Practices 2016		
204-1 Proportion of spending on local suppliers	5.1.1.4 Key material risk management	p.105
GRI 302 : Energy 2016		
302-1 Energy consumption within the organization	5.3.2 Energy Management	p.113
GRI 303 : Water and Effluents 2018		
303-3 Water withdrawal	5.3.4 Water resource management	p.120
GRI 305 : Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	5.3.3 Greenhouse Gas Emission Management	p.117
305-2 Energy indirect (Scope 2) GHG emissions	5.3.3 Greenhouse Gas Emission Management	p.117
GRI 306 : Wastewater and Waste 2020		
306-3 Generation of waste	5.3.5 Waste Management	p.121



Sustainability Accounting Standards Board (SASB) Index (SEMICONDUCTORS)

Topic	Code	Accounting Metric	Chapter/Page	Response/Comments
Greenhouse Gas Emissions	TC-SC-110a.1	1 Gross global Scope 1 emissions and 2 amount of total emissions from perfluorinated compounds	Refer to 5.3.3 Greenhouse Gas Emission Management/ p.117	Scope 1 emissions refer to 5.3.3 Greenhouse Gas Emission Management. Since MediaTek is a fabless IC design company, there is no emissions that originate from perfluorinated compounds. The Accounting Metric is not applicable.
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Refer to 5.3.3 Greenhouse Gas Emission Management/ p.117	Strategy or plan to manage Scope 1 emissions refer to 5.3.3 Greenhouse Gas Emission Management.
Energy Management in Manufacturing	TC-SC-130a.1	1 Total energy consumed, 2 percentage grid electricity, 3 percentage renewable	Refer to 5.3.2 Energy Management/ p.113	
Water Management	TC-SC-140a.1	1 Total water withdrawn, 2 total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Refer to 5.3.4 Water resource management / p.120	
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Refer to 5.3.5 Waste Management	Since MediaTek is a fabless IC design company, no no hazardous waste is generated in its production processes. The main source of hazardous waste are rejects returned by suppliers and utilized for testing.
Employee Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Refer to 3.5 Occupational Health and Safety / p.78	
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations		There was no violation in 2022.
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that are 1 foreign nationals and 2 located offshore	Refer to 3.1 Talent Strategy/ p.50	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)

Topic	Code	Accounting Metric	Chapter/Page	Response/Comments
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Not applicable	Since MediaTek is a fabless semiconductor R&D company, there is no production processes.
Product Lifecycle Management	TC-SC-410a.2	Processor energy efficiency at a system-level for: 1 servers, 2 desktops, and 3 laptops	Not applicable	Since MediaTek is a fabless IC design company, no processor energy efficiency at a system-level for: 1 servers, 2 desktops, and 3 laptops
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Refer to 5.1.4 Key material risk management/ p.105	
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti- competitive behavior regulations		There was no violation in 2022.

Code	Activity Metric	Chapter/Page	Comments
TC-SC-000.A	Total production	Refer to Annual report	Refer to 2022 Annual report /P.72
TC-SC-000.B	Percentage of production from owned facilities	Not applicable	Since MediaTek is a fabless semiconductor R&D company, there is no production from owned facilities. The Activity Metric is "0".

* Sustainability Accounting Standards Board, SASB

United Nations Global Compact (UNGC)

Category	Serial Number	in Principle	Current status of MediaTek	Chapter/Page
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights;	<input checked="" type="checkbox"/>	3.4.1 Human Rights Policy
	Principle 2	make sure that they are not complicit in human rights abuses.	<input checked="" type="checkbox"/>	3.4.1 Human Rights Policy
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<input checked="" type="checkbox"/>	3.4.2 Employee Communication 3.4.3 Benefit Policies
	Principle 4	the elimination of all forms of forced and compulsory labour;	<input checked="" type="checkbox"/>	3.4.1 Human Rights Policy
	Principle 5	the effective abolition of child labour; and	<input checked="" type="checkbox"/>	3.4.1 Human Rights Policy
Environment	Principle 6	the elimination of discrimination in respect of employment and occupation.	<input checked="" type="checkbox"/>	3.4.1 Human Rights Policy
	Principle 7	Businesses should support a precautionary approach to environmental challenges;	<input checked="" type="checkbox"/>	5 Green Operations
	Principle 8	undertake initiatives to promote greater environmental responsibility; and	<input checked="" type="checkbox"/>	5 Green Operations
Anti-Corruption	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	<input checked="" type="checkbox"/>	2.3 Innovation Achievements 5 Green Operations
	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	<input checked="" type="checkbox"/>	4.3 Integrity and Legal Compliance

Assurance Statement



INDEPENDENT ASSURANCE OPINION STATEMENT

MediaTek Inc. 2022 ESG Report

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

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

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

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

Scope

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

1. The assurance scope is consistent with the description of MediaTek Inc. 2022 ESG Report.
2. The evaluation of the nature and extent of the MediaTek's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

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

Opinion Statement

We conclude that the MediaTek Inc. 2022 ESG Report provides a fair view of the MediaTek sustainability programmes and performances during 2022. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the MediaTek and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate MediaTek's efforts recognized by its stakeholders.

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

Methodology

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

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

Conclusions

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

Inclusivity

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

Materiality

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

Responsiveness

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

Impact

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

GRI Sustainability Reporting Standards (GRI Standards)

MediaTek provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported or omitted. In our professional opinion the self-declaration covers the MediaTek's sustainability topics.

Assurance level

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

Responsibility

The 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



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2023-06-25

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2022 ESG Report