

MediaTek

2025

ESG Report

MEDIATEK

- ENVIRONMENTAL
- SOCIAL
- GOVERNANCE



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Message from the Chairman

Driving Sustainable Innovation in the AI Era

In 2025, MediaTek delivered record financial results and maintained a leading position amid rapid technological shifts. Yet, true corporate value extends beyond financial milestones; it lies in harnessing technology for enduring environmental and social progress. We have integrated sustainability across our operations—from low-power product design and green supply chains to biodiversity and net-zero commitments and workplace inclusion—using semiconductor innovation to build a sustainable foundation for the AI era.

Silicon-Level Efficiency & Value Chain Integration

The rapid expansion of AI from the cloud to the edge demands unprecedented energy resources. We address this challenge directly at the silicon level by minimizing product size and power consumption during chip design. For example, our flagship Dimensity 9500 mobile platform and upcoming 2-nanometer products are designed with best-in-class low-power performance. Beyond our products, we collaborate across our global supply chain to reduce emissions. In 2025, our local procurement in Taiwan reached nearly NT\$300 billion, reinforcing our commitment to mutual prosperity with our partners and the local economy.

Climate Stewardship & Ecosystem Protection

A healthy environment is the bedrock of long-term corporate success. Our carbon reduction targets are officially validated by the Science Based Targets initiative (SBTi), establishing a rigorous, science-based pathway focused on direct emissions cuts. In 2025, we expanded our environmental commitment by issuing a Biodiversity Statement. We remain on track toward two major milestones: utilizing 100% renewable energy across all global offices by 2030 and achieving Net Zero emissions by 2050.

Digital Inclusion & Shared Well-being

Technology serves its highest purpose when it uplifts society. At MediaTek, we are committed to fostering a workplace of diversity, equity and inclusion (DEI) that supports every individual's potential. Externally, we promote "Tech for Good" through our "Genius for Home" initiative, empowering communities to address local pain points with technology. We also support robust STEM education to prepare the next generation of innovators. Our goal is to bridge the digital divide systemically, ensuring the benefits of technology transcend regional, gender, and generational boundaries.

As we navigate future challenges and opportunities, we will seize AI's momentum to grow alongside our global partners. Our sustainability strategy rests on six foundational pillars: global presence, innovation, talent, corporate governance, environmental management, and community engagement. We will continue enhancing and enriching everyone's life.

Ming-Kai Tsai,
Chairman of MediaTek



Message from the ESG Committee Chair

2025 was a defining year for MediaTek to demonstrate operational resilience through sustainable action and expand our social impact. We firmly believe corporate growth must drive mutual prosperity within local supply chains. In 2025, MediaTek's NT\$300 billion Taiwan procurement generated NT\$516.8 billion in local production value and created 66,400 jobs, fueling regional economic growth.

We continue to make steady progress across all dimensions of sustainability:

Environment: Climate & Net-Zero Impact

To address global net-zero trends, MediaTek has identified TCFD climate risks, joined the SBTi, and implemented internal carbon pricing to actively strengthen climate resilience. Operationally, we prioritized green design to reduce both our products' energy consumption and physical footprints. Globally, we completed greenhouse gas (GHG) inventories and external verifications ahead of schedule.

Across Taiwan, our offices have secured ISO certifications for water footprint and environmental management, while sites with relatively high energy impact have also achieved energy management ISO certifications. Our three new buildings meet green building standards and incorporate solar power systems to supplement our energy needs, and our R&D data center is constructed to the highest EEWB specifications. In addition, we are extending our impact across the value chain by actively supporting supply chain partners in setting renewable energy goals and mapping carbon reduction pathways.

Social: Talent & Local Impact

Talent is the cornerstone of MediaTek's innovation and long-term sustainability. As our global footprint expands, we support our team at every life stage with flexible hours, competitive benefits,

and family-friendly policies, fostering a workplace where diversity, equity, and inclusion (DEI) are valued worldwide. Our 2025 biennial Global Employee Survey saw active participation from employees around the world. This feedback helps management address core concerns and guides employees in aligning their contributions with our long-term vision.

Externally, we continue to run "Girls! TECH Action" to cultivate female tech talent. We also upgraded our eight-year-old "Genius for Home" program into an Impact Accelerator, partnering with high-potential teams to turn "tech for good" into tangible social progress. Beyond our core programs, MediaTek empowers our global team to give back. In 2025, over 1,000 employees dedicated more than 4,000 volunteer hours to create a positive social impact.

Governance: Structure, Security & Brand

Strong corporate governance protects corporate value. We ranked in the top 5% of the TWSE Corporate Governance Evaluation for the sixth consecutive time. We also placed 3rd in Interbrand's "Best Taiwan Global Brands" for three years straight--with our brand value reaching USD 2.039 billion and leading the growth rate chart for the fifth consecutive year. As part of managing operational risk, MediaTek maintains an Information Security Committee to oversee the execution of our information security policies. To further enhance operational resilience, we also proactively develop industry talent and fortify cybersecurity defenses across our supply chain.

Outlook 2026: Deepening Resilience

Our strategic focus for 2026 begins with further reducing our direct carbon footprint and extends to driving supply chain sustainability. We are committed to fostering a diverse and inclusive workplace, empowering global talent to unleash their full potential. Furthermore, we will continue to work with global partners to build a more resilient and inclusive future.

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



About MediaTek Inc.

MediaTek Incorporated (TWSE: 2454) is a global semiconductor leader and AI platform company. Every year, more than 2 billion devices and enterprise applications launch on MediaTek technology. From the smartphone in your hand to the edge AI systems and data center infrastructure the world relies on, we build the foundations that make it all possible. Our story begins in mobile, the most competitive and innovation-intensive arena in the semiconductor industry. That foundation, built on power-efficient AI acceleration, heterogeneous compute integration, and system-level design, is exactly what enterprise, edge, and AI data center markets demand today. Our mobile heritage does not constrain our expansion. It validates it. Across the Compute Continuum, from intelligent devices to edge AI platforms and end-to-end AI data center solutions, we serve as the trusted foundation for thousands of partners building the technologies that power the AI era. For nearly three decades, one belief has shaped every decision, every investment, and every platform we have built: great technology should work for everyone. Behind every product we power is a relationship we value and a responsibility we take seriously. Visit www.mediatek.com for more information.

Mission, Vision, and Six Sustainability Pillars

Mission | To enhance and enrich everyone's life.

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

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

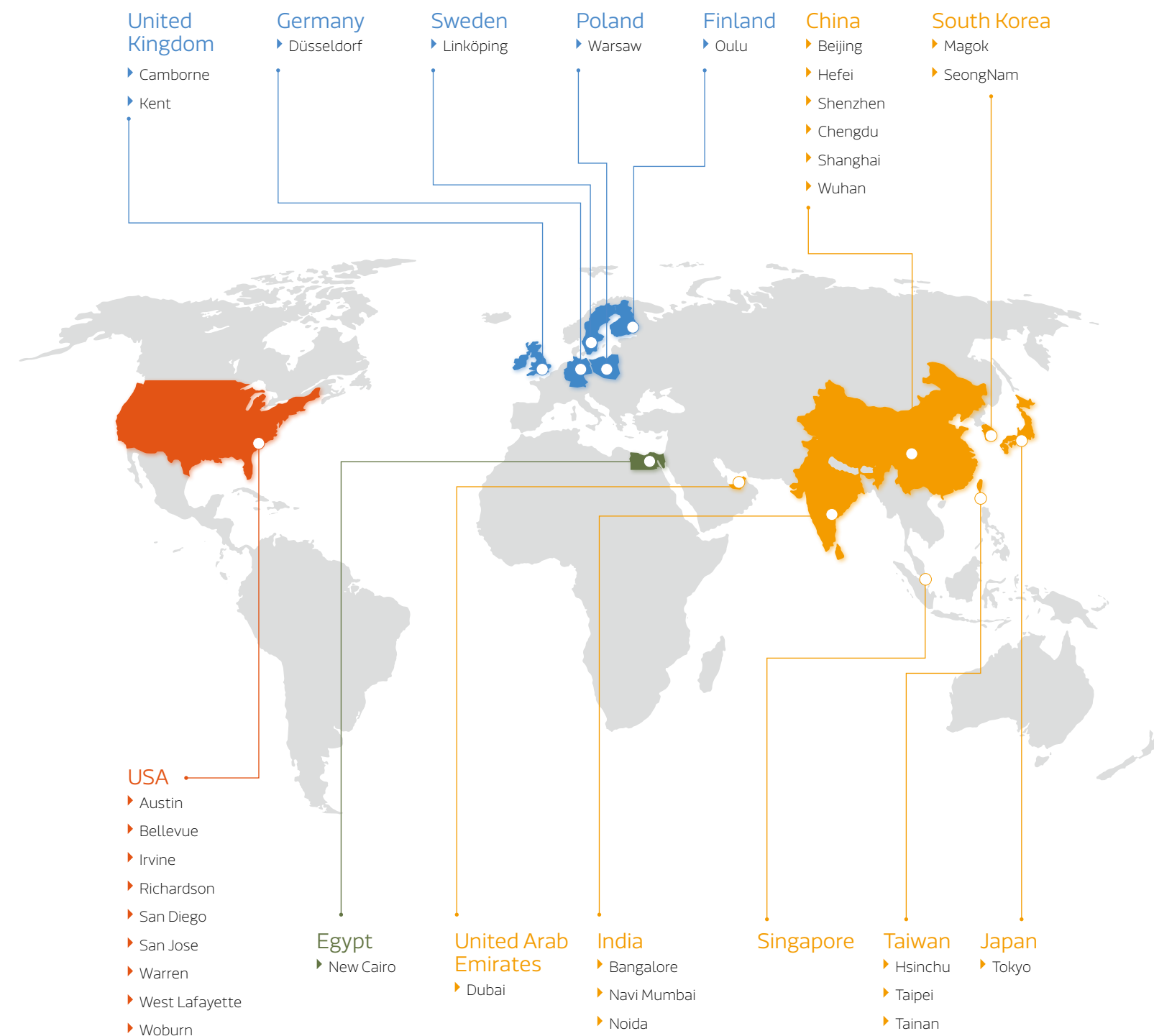
Core Values of MediaTek | Integrity, Customer Focus, Innovation, Conviction Inspired by Deep Thinking, Inclusiveness, Constant Renewal

Sustainability at MediaTek is not a separate agenda. It is built into how we operate, how we partner, and how we build. As we extend our platforms across the Compute Continuum, from intelligent devices to edge AI infrastructure and cloud computing, our responsibility to do so thoughtfully and equitably grows with us. Our collaborative spirit, across functions, geographies, and disciplines, defines how we work. Every employee is expected to bring our core values to their work every day, not as a policy requirement, but as the foundation of how we show up for our partners, our communities, and each other. These are not vendor relationships. They are architectural partnerships, community commitments, and shared investments in a future where great technology is accessible to all.

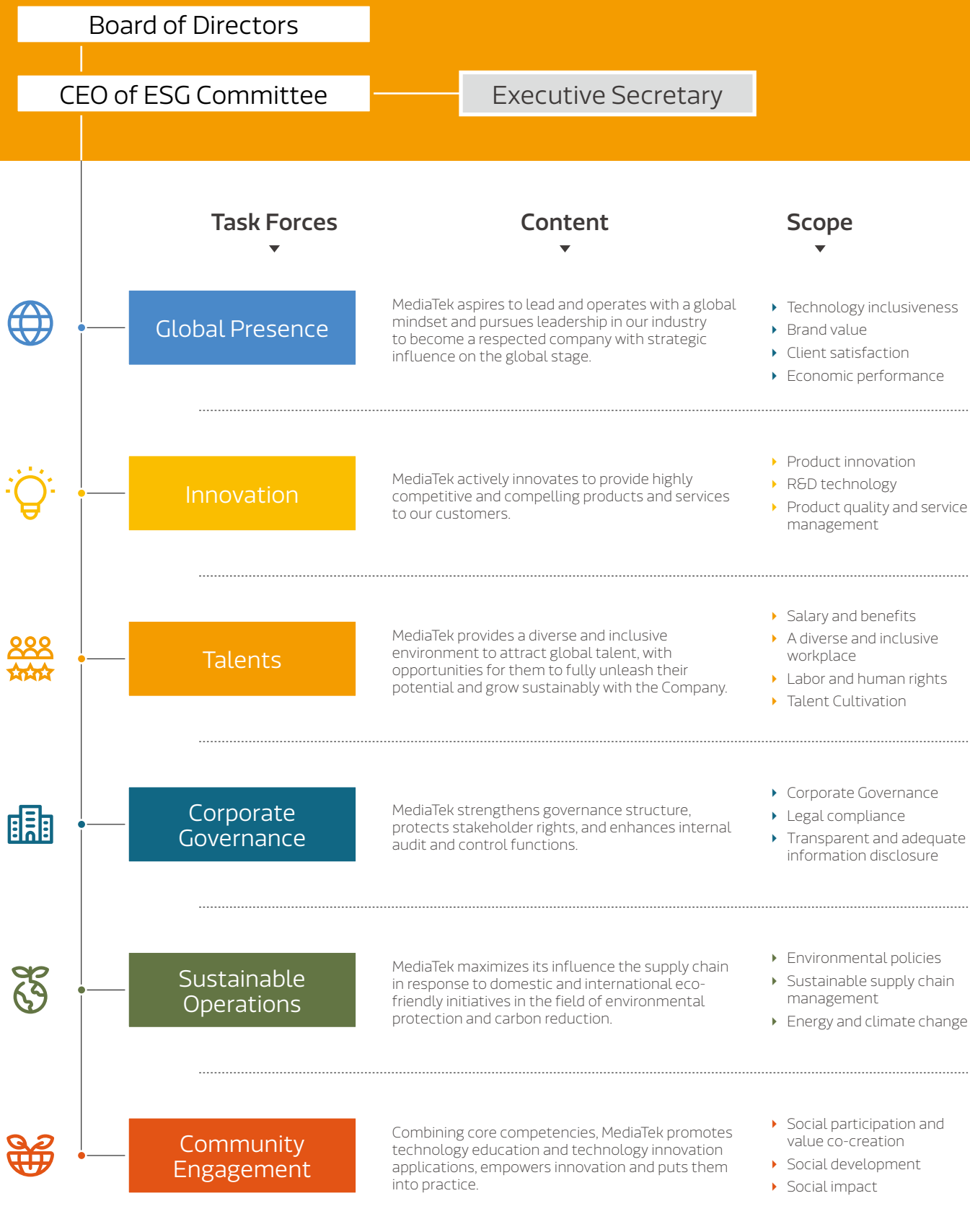


Global Presence

Headquartered in Hsinchu, Taiwan, MediaTek operates across Europe, the Americas, Asia, and the Middle East. Our global presence is intentional by design. As an AI platform company serving markets from intelligent devices to edge infrastructure and cloud computing, we need to be where our partners operate, where talent is developed, and where technology is being deployed at scale. Behind every global office is a team that understands its local community deeply, bringing that knowledge into the platforms and solutions we build. We are committed to ensuring that powerful, intelligent technology reaches every corner of the globe. That commitment is not just a value statement. It is how we show up every day.



ESG Committee Organization, Strategy, and Scope



Awards and Recognition 2025



- ★ Taiwan Corporate Sustainability Awards
 - The Most Prestigious Sustainability Award - Top 10 Domestic Corporates
 - Corporate Sustainability Report Award
 - People Development Leadership Award
 - Growth Through Innovation Award
 - Social Inclusion Award
 - Information Security Award
- ★ Excellence in Corporate Sustainability Award by Commonwealth Magazine
- ★ SBTi verification of MediaTek's near term and net-zero science-based target
- ★ A Sustainalytics 2025 ESG Industry Top-Rated and Regional Top-Rated Company



- ★ Top 5% in TWSE's Corporate Governance Evaluations
- ★ IT Matters Awards 2025: Digital Transformation Award
- ★ World's Most Trustworthy Companies 2025 by Newsweek and Statista
- ★ Best Taiwan Global Brands #3 by Interbrand, brand value at \$2.039 billion
- ★ Brand Finance's second fastest-growing semiconductor brand in 2025
- ★ MSCI ESG Rating: A



- ★ New Manager Development Program – Excellence in Practice Award from the Association for Talent Development
- ★ Talent for the Future Award #3 by Cheers
- ★ World's Best Employers 2025 by Forbes
- ★ Family-Friendly Workplace Award by Commonwealth Education



- ★ Anantha P. Chandrakasan Distinguished Technical Paper Award by ISSCC 2025
- ★ 2025 Innovation Momentum: Global Top 100 by LexisNexis
- ★ Dimensity 9400 – Innovation Mobile Service and Application Award, GTI Awards 2025
- ★ Genio 720 – Embedded Computing Design Best in Show Award, Computex 2025
- ★ 5G GenAI Gateway – Best Choice Award, Computex 2025

Creating Sustainable Value

As a global technology leader in the semiconductor industry, MediaTek is committed to developing advanced technologies and high-value-added products. This not only enhances the Company's R&D intensity, employee capabilities, and compensation, but also creates positive spillover effects, further enhancing the industry's overall competitiveness and fostering employment. By using an Input-Output Model to analyze the social and environmental externalities derived from procurement activities, MediaTek's procurement demands in 2025 contributed NT\$516.8 billion in output value to Taiwan's supply chain and created 66,400 employment opportunities within the supply chain.



Global Presence

Driving Technology Accessibility through AI Innovation

Through its corporate brand campaign "This Chip," MediaTek demonstrates our firm commitment to innovation and excellence, dedicated to promoting technology accessibility and creating convenient and smart living experiences for the public. On the product development side, the Company continues to extend the AI performance of its Dimensity series chips, launching a brand-new All Big Core flagship chip and integrating powerful AI computing capabilities into high-end Chromebooks, smart TVs, and displays, making cutting-edge technology a readily accessible part of everyday life. In addition, the Company is actively positioning itself in key 6G technologies, laying the foundation for next-generation communications and smart connectivity.

From personal AI supercomputers, automotive smart cockpits, and IoT to data centers, MediaTek is comprehensively advancing AI innovation, fulfilling its mission to "make technology more accessible from edge to cloud." By improving chip energy efficiency to address energy consumption challenges, the Company puts green innovation into practice. MediaTek leads ecosystem partner innovation, collaborating with clients and partners to enhance industry value, and grows together with renowned clients worldwide, continuing to cultivate markets with high potential, with business operations spanning major regions including Europe, America, China, Asia, Africa, and Australia. With the advent of a comprehensive AI era, MediaTek is committed to promoting the popularization of generative AI innovations and digital equity, creating multi-scenario smart experiences for users and thereby empowering all industries. Every chip embodies MediaTek's commitment to innovation and excellence, showcasing its profound impact on global technological advancement.



Innovation

Leader in Smart Devices — Mobile Communications / Smart Cockpit

MediaTek continues to drive the upgrade of mobile and automotive platforms with innovative technologies. The Company launched its new flagship 5G Agentic AI chip, the Dimensity 9500, leveraging the on-device AI technology advantages accumulated in mobile communications to deliver more powerful computing capabilities for edge AI, immersive gaming, and high-end imaging applications. Drawing on its on-device AI expertise accumulated in mobile communications, MediaTek introduced the Dimensity Auto Cockpit flagship platform C-X1 and the in-vehicle connectivity flagship platform MT2739. Together with its ecosystem partners, MediaTek delivers the most advanced generative AI technology and Agentic AI cockpit applications, using a dual-AI-engine and integrated cockpit-driving solution to comprehensively upgrade the AI-defined cockpit experience. By integrating advanced AI and multimedia technologies into a new

generation of smart vehicles and providing comprehensive solutions, MediaTek jointly leads the innovative direction of future smart driving experiences.

At the same time, the Company has delivered outstanding performance in technological innovation, continuing to use innovative R&D as the core driver of sustainable development. In 2026, it was once again honored on the LexisNexis "Innovation Momentum: The Global Top 100" list. Not only has it been listed for five consecutive years, but it is also one of only two companies in Taiwan to achieve this record, fully demonstrating MediaTek's excellence in technological innovation.



Talents

"One Team, All In" — MediaTek Family Day at Taipei Dome Strengthens Employee Engagement and Reinforces Commitments to Social and Environmental Responsibility

MediaTek is committed to creating a better future together with our employees. Through a variety of meaningful initiatives and engagement activities, the Company continues to strengthen trust, connection, and a shared sense of belonging among employees.

In 2025, MediaTek held its annual Family Day event at the Taipei Dome, centered on the spirit of teamwork embodied by baseball. The event brought employees and their families together while further strengthening organizational synergy. With approximately 25,000 employees and family members in attendance, it became the largest corporate baseball-themed event ever held at the Taipei Dome.

In addition to an exciting baseball game and stage performances, the event featured a variety of interactive experiences designed for employees and their families, creating opportunities for meaningful multigenerational participation and connection.

As part of MediaTek's 28th anniversary celebration, the Company also launched a charitable donation initiative during Family Day. For every hit made during the game, MediaTek donated NT\$10,000, with an additional NT\$280,000 contributed for each home run. The total donation amount was subsequently increased to NT\$1 million and donated in full to the Tse-Xin Organic Agriculture Foundation. Building on this initiative, MediaTek has further planned a volunteer tree-planting program for 2026, extending the positive impact of the event into environmental sustainability actions.

To further strengthen our efforts in environmental protection, the event utilized electronic tickets and digital access passes throughout the venue, achieving an almost completely paperless experience and demonstrating MediaTek's commitment to environmentally responsible event management.

The innovative event design and high level of participation received strong recognition from employees and their families, achieving an overall satisfaction score of 4.5 out of 5. In addition, participants generated more than 800 social media posts during the event, further expanding MediaTek's positive social impact and external visibility. Through these efforts, MediaTek continues to reinforce its commitment to delivering exceptional employee experiences and growing together with its employees.



Corporate Governance

Continue to Strengthen Corporate Governance

In the 2025 Corporate Governance Evaluation, MediaTek achieved the outstanding result of ranking in the top 5% of TWSE-listed companies for the sixth consecutive year. Furthermore, to enhance corporate

governance and ensure that shareholders are fully informed of business updates and results, MediaTek released its CPA-audited annual financial reports within two months after the end of the fiscal year, and held the annual general meeting of shareholders by the end of May. In order to strengthen the Audit Committee's oversight of the Company's finances, all quarterly financial reports in 2025 were approved by the Audit Committee and submitted to the Board of Directors for discussion and resolution.

To further strengthen corporate governance, MediaTek elected an additional independent director at the 2025 general meeting of shareholders, bringing the proportion of independent directors to more than half of the total board members.

Environmental Management

Facilitating Supply Chain Carbon Reduction of 40,067 tons CO₂e, Equivalent to the Annual Carbon Absorption of 103 Da'an Forest Parks

With the goal of green manufacturing, MediaTek leads its supply chain partners in adopting circular economy concepts and low-carbon production across the product lifecycle—from raw material procurement to manufacturing, as well as equipment, components, and waste disposal required in shipping, packaging, and transportation. We encourage suppliers to establish continuous improvement project teams, and we engage in discussions with experts in energy and water conservation and circular economy in the supply chain. In 2025, we continued to advance multiple carbon reduction-related continuous improvement projects, achieving a carbon reduction of approximately 40,067 tons CO₂e per year¹, which is equivalent to the annual carbon absorption of 103 Da'an Forest Parks².

Community Engagement

Girls! TECH Action — Future Design Workshop for Tech Girls

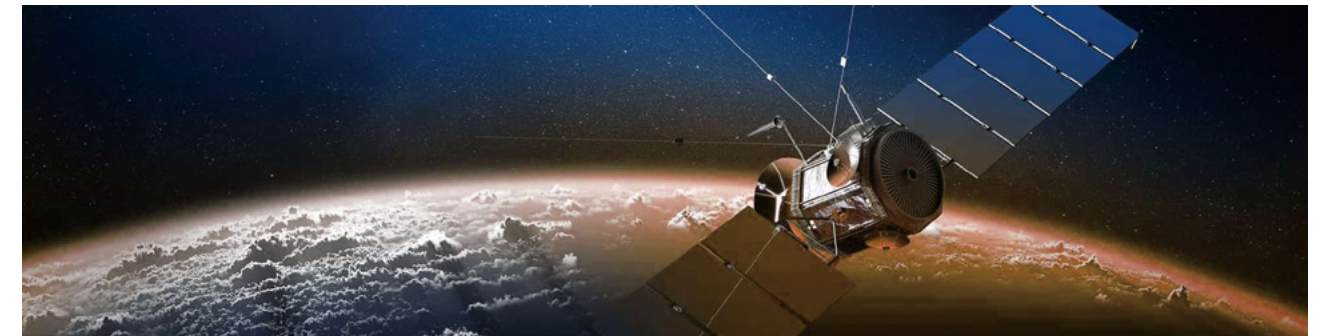
In 2025, the university-level sessions officially returned, and we promoted the Tech Girls workshops in a dual-track format running university-level and secondary-school-level sessions in parallel, guiding female students to gain an in-depth understanding of technology-related disciplines and future careers, and helping girls build the confidence and motivation to pursue STEM. We also conducted a participant feedback survey, which showed that 94.2% of students expressed a high level of interest in technology careers, and their awareness of the tech industry increased by 32.4% compared with before the event, reflecting the significant effectiveness of the Tech Girls workshops in cultivating female technology talent.

Course Creator Program

Supporting frontline teachers in innovating technology curricula, 85.7% of participating teachers were empowered by this program with methods for applying generative AI in teaching, and 100% of participating teachers established stable professional teaching discussion channels through this program, extending the program's depth of impact. In addition, we donated 159 MediaTek refurbished IT devices to 28 primary and secondary schools, using refurbished laptops to optimize IoT and hardware-software programming education infrastructure, along with refurbished GPUs and servers, to cultivate the ability of primary and secondary school teachers and students to use computing power to solve complex problems and to bring them closer to emerging technologies.

Note 1: Electricity emission factor references the 2024 electricity emission factor of 0.474 (kg CO₂e/kWh) publicly announced by the Energy Administration, Ministry of Economic Affairs.

Note 2: According to the National Important Wetland Carbon Sequestration Survey Project by the Urban and Rural Development Branch, National Land Management Agency, Ministry of the Interior, Da'an Forest Park's annual carbon absorption is 386 metric tons.



Analysis of Material Topics

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

Process of Analysis

1 Identification of Stakeholders

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

2 Analyze the Sources of ESG Issues

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

3 Issue Identification

MediaTek has identified 23 ESG issues based on the results of the benchmarking analysis, combined with the ESG issues of concern to stakeholders. These remain consistent with the previous year.

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

4 Criteria for Material Topics Selection

In 2025, MediaTek conducted a materiality assessment, identifying key topics through three dimensions: “assessment of impact on sustainability,” “assessment of impact on organizational operations,” and “stakeholder concerns.” These served as the criteria for selecting material topics.

A Assessment of impact on Sustainability: The ESG Committee’s working groups first assess how MediaTek’s operations are related to the 23 ESG issues, and how those operations could positively or negatively impact the external economy, environment, and people/human rights. This includes evaluating the impact (scale, scope, irremediable character) and the likelihood (actual or potential) of these impacts, with final confirmation by senior management.

B Assessment of impact on organizational operations: Ten internal senior managers evaluate the level of impact each sustainability issue would have on the Company’s operations and rank their importance accordingly, reflecting the financial materiality of the issues.

C Stakeholder concerns: We survey key stakeholders to understand their concern for each sustainability issue. In 2025, we received 130 valid responses, including clients (16), industry/government/academia/research entities (18), employees (13), shareholders and investors (18), suppliers (11), and the general public/end consumers/media (54).

In principle, these surveys are conducted every two years. However, if a significant event or a major change in circumstances occurs, we will re-conduct the material topics screening during that year. The most recent screening was in 2024, and the next will be conducted in 2026. We approach these findings with careful consideration, using the latest results to confirm the outcomes of past measures and to set short-, medium-, and long-term goals, while proactively responding to stakeholders by establishing diverse engagement channels under the routine operation framework. For details, please refer to [Stakeholder Engagement](#).

5 Results of Sustainability Impact Assessment

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

Impact Level Assessment

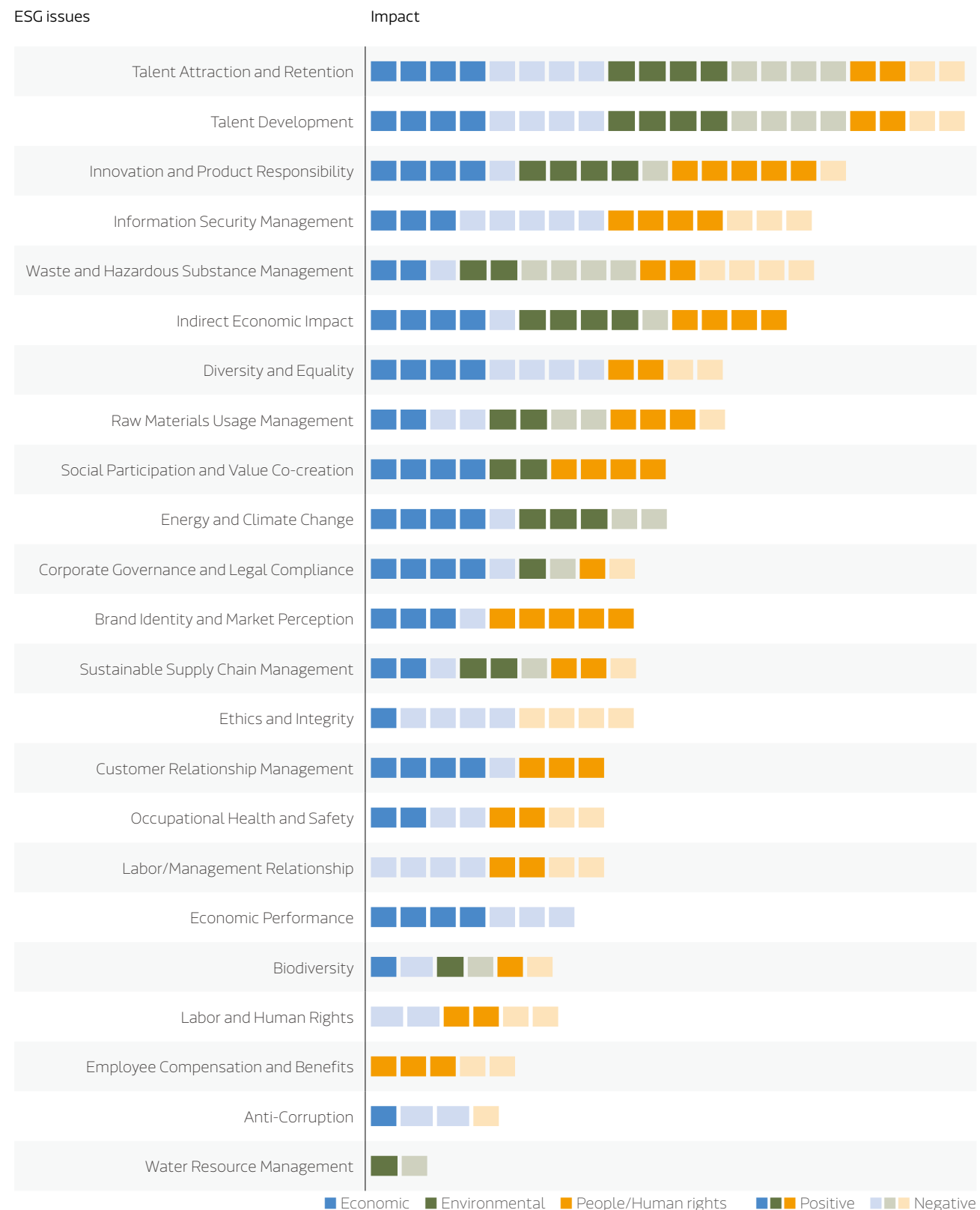
The impact level of ESG issues on the economy, environment, and people/human rights is rated from low (1 point) to extremely high (5 points). The likelihood of occurrence is rated from extremely unlikely (1 point) to extremely likely/already occurred (5 points). The summarized results are shown below:

Already Occurred / Extremely Likely	Economic		Environmental		People/Human rights	
	Impact		Likelihood		Impact	
	Positive	Negative	Positive	Negative	Positive	Negative
Innovation and Product Responsibility	■■■■■	■	■■■■■	■	■■■■■	■
Indirect Economic Impact	■■■■■	■	■■■■■	■	■■■■■	■
Talent Attraction and Retention	■■■■■	■	■■■■■	■	■■■■■	■
Talent Development	■■■■■	■	■■■■■	■	■■■■■	■
Social Participation and Value Co-creation	■■■■■	■	■■■■■	■	■■■■■	■
Information Security Management	■■■■■	■	■■■■■	■	■■■■■	■
Raw Materials Usage Management	■■■■■	■	■■■■■	■	■■■■■	■
Waste and Hazardous Substance Management	■■■■■	■	■■■■■	■	■■■■■	■
Energy and Climate Change	■■■■■	■	■■■■■	■	■■■■■	■
Diversity and Equality	■■■■■	■	■■■■■	■	■■■■■	■
Corporate Governance and Legal Compliance	■■■■■	■	■■■■■	■	■■■■■	■
Sustainable Supply Chain Management	■■■■■	■	■■■■■	■	■■■■■	■
Brand Identity and Market Perception	■■■■■	■	■■■■■	■	■■■■■	■
Customer Relationship Management	■■■■■	■	■■■■■	■	■■■■■	■
Occupational Health and Safety	■■■■■	■	■■■■■	■	■■■■■	■
Economic Performance	■■■■■	■	■■■■■	■	■■■■■	■
Employee Compensation and Benefits	■■■■■	■	■■■■■	■	■■■■■	■
Labor/Management Relationship	■■■■■	■	■■■■■	■	■■■■■	■
Labor and Human Rights	■■■■■	■	■■■■■	■	■■■■■	■
Ethics and Integrity	■■■■■	■	■■■■■	■	■■■■■	■
Water Resource Management	■■■■■	■	■■■■■	■	■■■■■	■
Anti-Corruption	■■■■■	■	■■■■■	■	■■■■■	■
Biodiversity	■■■■■	■	■■■■■	■	■■■■■	■

Impact level: ■■■■■ Extremely High ■■■■■ Very High ■■■■■ High ■■■■■ Medium ■■■■■ Low
Likelihood: ■■■■■ Already Occurred / Extremely Likely ■■■■■ Very Likely ■■■■■ Likely ■■■■■ Unlikely ■■■■■ Very Unlikely

Quantification and Ranking of Impact

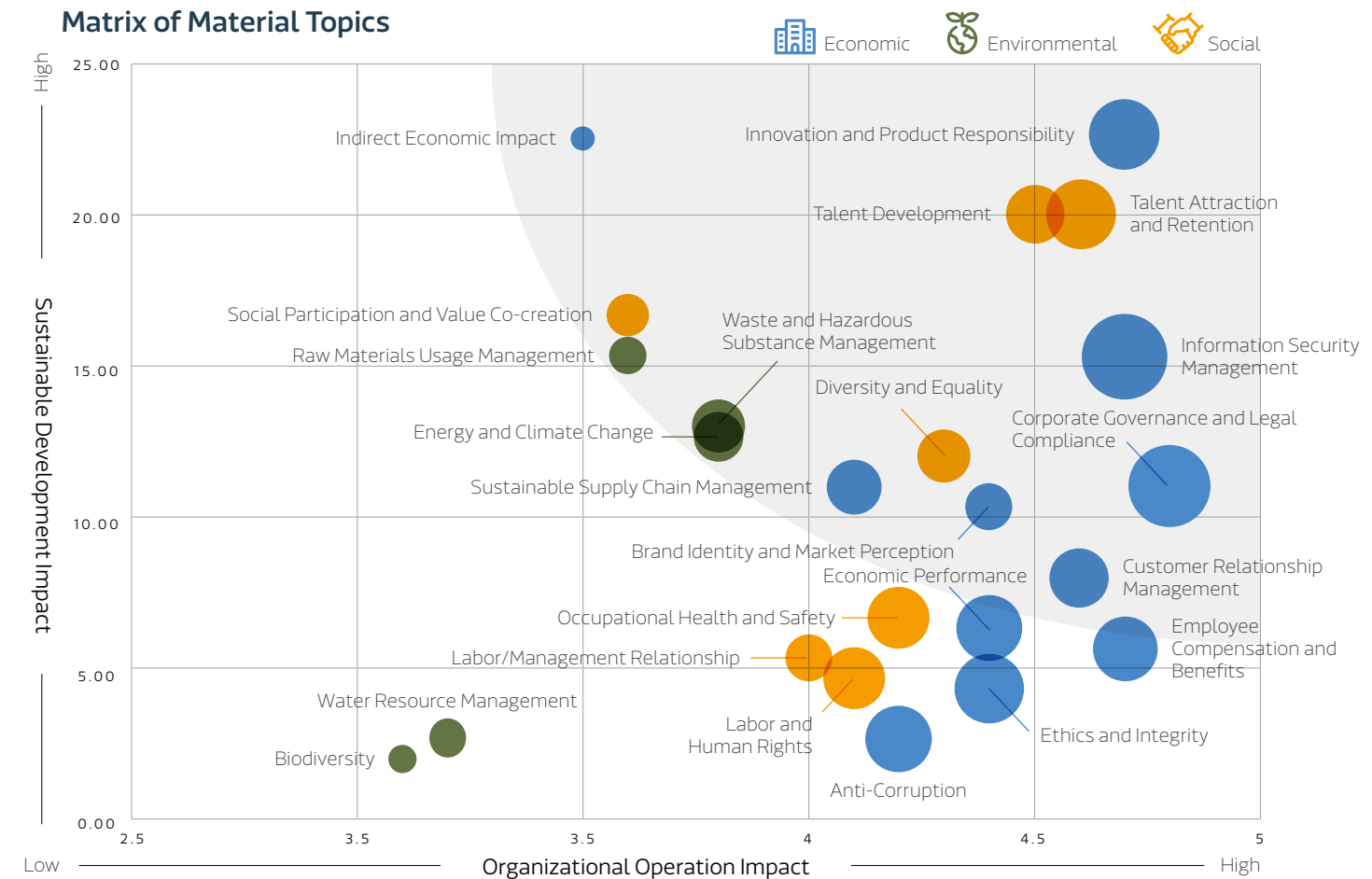
In order to determine the impact of each sustainability issue effectively, the ESG Committee quantified the extent of both positive and negative impacts and computed the sum of their absolute values. After taking the operational team's suggestions into consideration, the resulting ranking of ESG issues'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



6 Confirming of Material Topics

The ESG Committee established the matrix of material topics using A) "Sustainability Impact Assessment" and B) "Organizational Operation Impact" as foundations, then fine-tuned the materiality ranking by considering C) "Stakeholder Concern Level." Based on the communication and survey results, the ESG Committee's working groups analyze root causes and develop corresponding improvement measures, which are presented to the CEO for final confirmation during the work meeting for the first half of the year. In line with the GRI 3-3 reporting requirements for managing material topics, the corresponding measures, short-, medium-, and long-term goals, annual achievements, and management approaches for each material topic are outlined in the report. In 2025, MediaTek has 12 material topics in total. The matrix and list of material topics are as follows:

Matrix of Material Topics



List of Material Topics

The 2025 material topics are consistent with those of 2024.

Materiality Ranking	2025 Material Topics	Materiality Ranking	2025 Material Topics
1	Innovation and Product Responsibility	7	Corporate Governance and Legal Compliance
2	Talent Attraction and Retention	8	Diversity and Equality
3	Talent Development	9	Energy and Climate Change
4	Indirect Economic Impact	10	Brand Identity and Market Perception
5	Information Security Management	11	Sustainable Supply Chain Management
6	Social Participation and Value Co-creation	12	Customer Relationship Management

Description of the Impacts of Material Topics

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

Material Topic	Innovation and Product Responsibility			
Description	MediaTek's investments in R&D, new market applications, and inventions, with our dedication to designing high-performance and energy-efficient products and services.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	MediaTek is significantly influential in the global semiconductor industry. Through green design and technological innovation, we reduce environmental impact, and we implement our 3A strategy to promote technology accessibility and digital equality, safeguarding the communication rights of residents in remote areas.		A lack of proactive innovation and green design could hinder clients' low-carbon transitions and limit technology accessibility, thus failing to effectively bridge the gap of wealth and digital divides between urban and rural areas.	
Material Topic	Talent Attraction and Retention			
Description	MediaTek's personnel structure, talent recruitment, new hire/turnover rates, and how we foster employee identification with the Company.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	Actual Impact: MediaTek continuously recruits top talent to sustain and enhance our innovation capabilities and corporate competitiveness. This also significantly contributes to the semiconductor industry supply chain and local/national economic development, while enabling us to create more efficient and environmentally friendly products.		Potential Impact: If MediaTek struggles to attract talent, it could lead to an industry-wide talent drain, impacting the supply chain and regional/national economic development. This would hinder MediaTek's ability to develop more innovative, low-carbon products or technologies, thereby potentially exacerbating climate change.	
Material Topic	Talent Development			
Description	MediaTek's commitment to developing talent in the semiconductor industry (including female tech talent) through employee training programs and performance evaluations.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	Actual Impact: MediaTek continuously strives to enrich employees' professional knowledge, innovative thinking, and personal performance. This not only strengthens their career paths and the Company's stable growth, but also accelerates the R&D of high-performance, environmentally friendly products, thereby boosting the overall competitiveness of the industry.		Potential Impact: Without continuous talent development and career development initiatives, MediaTek could see a weakening of employee professional skills and innovative thinking, impacting the progress of eco-friendly product R&D and undermining the overall competitiveness of the industry. This could also lead to a mismatch between skills and roles, while affecting employees' motivation at work and corporate stability.	
Material Topic	Indirect Economic Impact			
Description	The economic influence of MediaTek's products and services at its operating locations, such as promoting local industry and employment and leading or shaping industry-related policies.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	Actual Impact: Through its 3A strategy, MediaTek promotes product accessibility and stimulates local economic and employment growth. The high-tech nature and the expansion of the semiconductor industry also stimulate employment within the supply chain, as well as the development of education within the region of operation.		Potential Impact: Given the industrial nature of high-tech IC products and limited supplier substitutability, excessive reliance on a single company could hinder economic diversification.	

Material Topic	Information Security Management			
Description	Strengthening MediaTek's information security management (cybersecurity, data security, and product security), including governance measures, infrastructure, violation handling processes, and business continuity management.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	Potential Impact: Implementing robust information security not only protects the rights of clients and suppliers and prevents disruptions and losses from data leaks, but also allows MediaTek to become an industry benchmark. With information security standards established, this safeguards employee occupational safety and user personal data, ultimately enhancing overall societal awareness of information security.		Potential Impact: Insufficient information security awareness could lead to ineffective defense against cyberattacks, resulting in financial losses for clients and suppliers. It could also cause leakage of personal data for employees and product users, increasing risks such as identity theft and severely damaging stakeholders' trust in MediaTek.	
Material Topic	Social Participation and Value Co-creation			
Description	MediaTek's localized community engagement, leveraging its core capabilities to promote social progress, participate in public welfare initiatives, and facilitate social innovation, such as regional revitalization, technology education, and long-term care for underprivileged groups.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	Actual Impact: MediaTek leverages its core technologies to promote digital social innovation and industry-academia collaboration, supporting youth revitalization and academic exchange and thereby enhancing its regional technological influence. Through the "Genius for Home" competition, MediaTek encourages local teams to address environmental issues with technology, and supports students and underprivileged children with educational resources and volunteer actions, amplifying positive social impact.		There is no negative impact identified for this topic.	
Material Topic	Corporate Governance and Legal Compliance			
Description	How MediaTek maintains stable long-term operations and transparent corporate governance, and fully complies with economic, environmental, social, and product-responsibility-related laws and regulations in its operations and product services.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	Actual Impact: MediaTek enhances operational stability and transparency through strong internal oversight and information disclosure. This not only safeguards employee rights but also boosts investor and client confidence, and continues to comply with environmental and social regulations, ensuring that its operations, products, and services meet regulatory requirements.		Potential Impact: Failure to meet regulatory standards and environmental/social regulations could harm employee rights and the external environment, undermining investor's and client's trust in MediaTek and therefore damaging the Company's reputation.	
Material Topic	Diversity and Equality			
Description	Providing all MediaTek employees with diverse and equal opportunities for development, irrespective of race, nationality, gender, sexual orientation, etc.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	Actual Impact: Diversity and equality are keys to corporate innovation and competitiveness. By promoting a culture of inclusiveness and eliminating discrimination, we ensure equal pay and promotion opportunities for employees, setting a standard for the semiconductor industry and enhancing the overall competitiveness of the industry.		Potential Impact: Unequal treatment and missed opportunities for promotion could prevent employees from receiving the compensation they deserve. A lack of diversity may also limit collective intelligence, stifle innovation, and restrict problem-solving capabilities; unequal treatment might also make employees feel discriminated against or that their employment rights are compromised.	

Material Topic	Energy and Climate Change			
Description	MediaTek's energy usage, disclosure on greenhouse gas emissions, reduction target planning and performance management, alongside the assessment and disclosure of the financial impact of climate-related risks and opportunities on the Company.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	Actual Impact: Through research and development of innovative energy-saving technologies (e.g., improving the energy efficiency of data centers), MediaTek continues to optimize various energy-saving programs, advance the industrial development of energy-saving technology, and reduce its operational greenhouse gas emissions. This commitment to low-carbon transformation sets a benchmark for the semiconductor industry and contributes to the mitigation of global climate change.		Potential Impact: The R&D of innovative energy-saving technologies may require higher initial investment, potentially increasing the Company's costs and affecting suppliers' profitability. Moreover, ineffective energy-saving and carbon reduction efforts would cause the Company's energy and greenhouse gas emission performance to lag behind peers, hindering its ability to address climate change challenges effectively.	

Material Topic	Brand Identity and Market Perception			
Description	MediaTek's image and brand value in the market as perceived by clients, other enterprises, and end consumers.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	Actual Impact: MediaTek continues to build a high-quality brand image, demonstrating its technological innovation strength to attract more clients and investors. This drives commercial opportunities and growth of production volume within the industrial supply chain, further promoting domestic semiconductor development and increased workforce demand, thereby strengthening the overall value of the industry.		Potential Impact: If MediaTek's brand image were damaged, the general public and product users might lose confidence in the Company, leading to customer attrition. This would indirectly impact the income and financial returns for the Company's employees and investors.	

Material Topic	Sustainable Supply Chain Management			
Description	MediaTek conducts supplier evaluation, audit, and management, and implements supplier development and enhancement programs. Upstream procurement covers green procurement and local procurement, raw material usage and its environmental impact, including the proportion of recycled raw materials used; downstream operations encompass waste treatment and the management and proper disposal of hazardous substances.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	Actual Impact: MediaTek enhances its supplier performance management mechanisms by incorporating supply chain carbon reduction and resource management strategies, setting coverage rates and targets to drive green transformation and sustainable impact across the supply chain. MediaTek encourages suppliers to conduct human rights due diligence, circular economy, pollution control, and waste reduction to protect the ecosystem and the quality of life in local communities, while strengthening critical material risk management to ensure the use of conflict-free metals and safeguard labor rights and working conditions.		Potential Impact: If MediaTek either over-managed or neglected suppliers' sustainability performance, it could damage the Company's reputation and stakeholders' trust. Issues such as forced labor or child labor stemming from human rights concerns, or downstream suppliers' improper treatment of waste and hazardous substances, could pose risks to the environment and the quality of life of the general public; meanwhile, excessive reliance on specific raw materials or suppliers also weakens supply chain resilience, and the procurement of conflict minerals could trigger human rights risks.	

Material Topic	Customer Relationship Management			
Description	MediaTek's service quality, data confidentiality, and satisfaction surveys with respect to customers.			
Impact Description	Positive	Actual Impact	Negative	Potential Impact
Economy, Environment, People/Human Rights	Actual Impact: MediaTek actively listens to clients' feedback and provides timely, high-quality services to enhance customer satisfaction and build deep, lasting partnerships.		Potential Impact: If MediaTek fails to respond to clients' issues promptly, it could lead to a decline in client trust and satisfaction, resulting in the loss of future orders. Furthermore, a failure to ensure client data confidentiality, leading to information leaks, would infringe upon clients' rights.	

Material Topic Value Chain and Scope

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

Material Topic	GRI Standards Topic Disclosure	Response to SDGs	Report Section	Scope of impacts on value chain		
				R&D and design	Manufacturing by suppliers Contracted by customers	End use
Innovation and Product Responsibility	Self-defined topic	SDG 1 SDG 8 SDG 9	2 Innovation	●	●	●
Talent Attraction and Retention	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave	SDG 8 SDG 10	3.2 Talent Attraction and Retention	●		
Talent Development	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs	SDG 4 SDG 5	3.3 Talent Development	●		
Indirect Economic Impact	203-2 Significant indirect economic impacts	-	6.1 Digital Social Innovation			●
Information Security Management	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	4.6 Information Security Management	●	●	●
Social Participation and Value Co-creation	203-1 Infrastructure investments and services supported	SDG 4 SDG 8 SDG 10 SDG 11 SDG 17	6 Community Engagement	●		●
Corporate Governance and Legal Compliance	Self-defined topic	SDG 8	4 Corporate Governance	●		●
Diversity and Equality	405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men	SDG 5 SDG 8 SDG 10	3.1 Diversity, Equity and Inclusion	●		
Energy and Climate Change	302-1 Energy consumption within the organization 302-3 Energy intensity 302-4 Reduction of energy consumption 302-5 Reductions in energy requirements of products and services 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions	SDG 7 SDG 13	5.2 Climate-related Risk and Opportunity Management 5.3 Facility Management	●	●	●
Brand Identity and Market Perception	Self-defined topic	-	1.1 Brand Vision	●	●	●
Sustainable Supply Chain Management	204-1 Proportion of spending on local suppliers 308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria	SDG 8 SDG 12 SDG 13	5.1 Responsible Supply Chain Management			●
Customer Relationship Management	Self-defined topic	SDG 8	1.2 Customer Services		●	

Category of impact: ● Direct Impact ● Indirect Impact

Stakeholder Engagement

Stakeholders / Importance to MediaTek	Main Engagement Issues	Engagement Method	Engagement Frequency	Response and Action
Customers We are committed to a customer-centric approach when developing various products and services, and we strengthen ecosystem support, striving from all aspects to help customers and upstream and downstream partners succeed, using this as the cornerstone of our sustainable operations.	<ul style="list-style-type: none"> Brand identity and market perception Maintenance of customer relationships Customer products and innovation Cultivating the ecosystem together with upstream and downstream partners 	<ul style="list-style-type: none"> We integrate resources from around the world, leverage the advantages of localized customer teams and partners, and hold various online and offline summits and product launch events, inviting upstream and downstream partners to participate as appropriate to local conditions, reflecting our brand positioning and commitment through diversified communication channels, while continuing to accomplish tasks via video conferencing and in-person visits. Pay visits and communicate via phone and email through the global customer support system Customer complaint processing channel 	<ul style="list-style-type: none"> Based on project requirements Routine daily engagement In accordance with regulatory timelines 	<ul style="list-style-type: none"> Communicate the brand image and market perception via diversified channels, and convey the contributions of the overall ecosystem partners to consumers. Communicate in a multi-dimensional and systematic manner, think from the customer's perspective, and meet the needs of various stakeholders and customers. Research and develop products that satisfy various scenarios and local demands.
Government, Industry, Academia and Research Institutions Government agencies, industry associations, academic institutions, and think tanks are important stakeholders of MediaTek. By responding to regulatory requirements in various jurisdictions, we work collaboratively to foster a more favorable business environment.	<ul style="list-style-type: none"> Industrial policy and business environment, including taxation, talent development, and market competition Assessment of impacts from industry practices and operations Corporate governance and regulatory compliance consultations Executive talent development 	<ul style="list-style-type: none"> Collection and monitoring of international regulations and compliance requirements Regulatory consultation, communication, and compliance with central government regulations Project meetings (including, but not limited to, discussions with competent authorities regarding industry-related policies) 	<ul style="list-style-type: none"> Addressed as needed In accordance with regulatory timelines Based on project requirements 	<ul style="list-style-type: none"> Actively respond to government consultations regarding regulations and the business environment to jointly improve the overall operating environment. Continue to cultivate academic partnerships by collaborating with universities on the innovative IC Design Program, strengthening industry-academia collaboration and proactively developing future talent. By the end of 2025, more than 7,000 students had participated in the program.
Employees As a fabless IC design company, employees are MediaTek's most important assets. Through the innovation and dedication of our global workforce in IC design, MediaTek has become a global technology leader.	<ul style="list-style-type: none"> Talent attraction and retention, including compensation, employee care, and benefits Talent development and career Building a diverse and inclusive workplace 	<ul style="list-style-type: none"> Labor-management meetings Global communication meetings at various organizational levels Global Employee Survey Employee suggestion box Employee grievance box Sexual harassment grievance box Internal AI chatbot 	<ul style="list-style-type: none"> Quarterly Monthly Once every two years In accordance with regulatory timelines 	<ul style="list-style-type: none"> Established a comprehensive compensation strategy with industry-leading competitiveness and diverse employee benefits programs. Provide equal employment and development opportunities, as well as a safe and inclusive working environment. Launched the Unconscious Bias Training program, with over 90% completion among people managers.
Shareholders and Investors Shareholders and investors are the facilitators of MediaTek. Through capital investment and participation in corporate governance, they enable MediaTek to progress further on the path of sustainable development.	<ul style="list-style-type: none"> Economic performance Corporate governance and legal compliance 	<ul style="list-style-type: none"> Annual General Meeting Quarterly investor conference Domestic and overseas forums and roadshows Institutional investor interviews 	<ul style="list-style-type: none"> Convened yearly Quarterly Subject to the circumstances of invitations Subject to the circumstances of invitations 	<ul style="list-style-type: none"> MediaTek's operating gross profit for 2025 was NT\$283.1 billion and operating income was NT\$103.5 billion; the gross margin was 47.5% and the operating net margin was 17.4%. The suggestions gathered through interaction with investors serve as an important reference for future development strategies. More than 30 domestic and overseas forums and roadshows and more than 350 institutional investor interviews were held, serving nearly 8,000 global investor visits throughout the year.
Suppliers Suppliers are the best partners who provide excellent products and services for MediaTek. We foster trusting partnerships and offer mutual support in challenging times to achieve sustainable growth alongside our suppliers.	<ul style="list-style-type: none"> Sustainable supply chain management 	<ul style="list-style-type: none"> Supplier conference Complaint mailbox Supplier audit 	<ul style="list-style-type: none"> Convened yearly In accordance with regulatory timelines Conducted annually 	<ul style="list-style-type: none"> Outstanding suppliers are recognized and encouraged at the supplier conference through the "Best Sustainable Partner" award. MediaTek encourages suppliers to establish continuous improvement project teams and engages in discussions with supply chain experts in energy and water conservation and circular economy specialists.

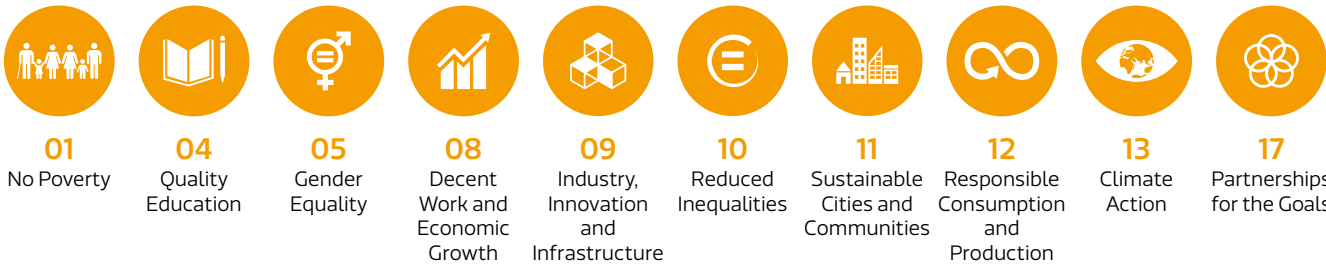
Stakeholders / Importance to MediaTek	Main Engagement Issues	Engagement Method	Engagement Frequency	Response and Action
General Public/End Consumers/ Media The public are MediaTek's partners in practicing a beautiful life together. We identify those in society who need help and work with local communities, the media, and non-profit organizations to fulfill our responsibilities as a corporate citizen.	▶ Company vision and overview of operations	▶ Provide science and technology education to the general public through the media	▶ Based on project requirements	▶ Each year, MediaTek's advanced chips are used in approximately 2 billion end devices, enabling more people worldwide to benefit from technological innovation. ▶ Communicate product technology, participation in social activities, and sustainability statements through diversified communication channels.
	▶ Brand identity and market perception	▶ Immediate release of the Company's important messages	▶ Immediate publication	
	▶ Technological innovation and R&D investment	▶ Company website news & events column	▶ Updated occasionally	
	▶ Local feedback	▶ Corporate sustainability website	▶ Updated occasionally	▶ Open up social innovation for the public to practice together. We call on the public to solve hometown issues with digital technology, providing cross-enterprise mentor guidance, co-creation support funds, and resource connections, enabling civic social innovation proposals to be genuinely implemented. ▶ Cultivate local educational capacity and expand the scope of community benefits. Through the integration of teacher training and corporate resources, we strengthen the technology and science teaching capabilities of teachers in remote and local schools, empowering teachers to meet the teaching innovation needs of the AI era, and transforming corporate knowledge and talent resources into educational momentum that benefits communities over the long term. ▶ Respond to society's expectations for gender equality and the cultivation of diverse talent. Through advocacy and in-person events, we actively respond to society's expectations of narrowing the gender gap and expanding the source of STEM talent, encouraging female students to explore the possibilities of academic and career paths in technology, and jointly cultivating more diverse future talent for industry and society.
		▶ MediaTek Foundation official website and fan page	▶ Updated occasionally	
		▶ Press releases	▶ Updated occasionally	
		▶ Conduct interviews with frontline education personnel and stakeholders	▶ Based on project requirements	
		▶ Questionnaire surveys and analysis	▶ Based on project requirements	▶ Deepen connections with local communities through employee volunteer action. We encourage employees to give back to local communities as active citizens, engaging in issues such as education, environmental protection, and animal welfare through diverse volunteer clubs and collaboration with charitable organizations, promoting concrete actions that employees can practice in their daily lives.

ESG Strategy and Management of Material Topics

To advance our core sustainability philosophy, MediaTek continued to engage with stakeholders through multiple channels in 2025. These included routine stakeholder interactions conducted through the Company's day-to-day operations, as well as findings from internal and external surveys. Through these efforts, we gained insights into stakeholder concerns regarding emerging international sustainability trends and incorporated the results of impact assessments to identify and prioritize the issues that require the Company's attention and response.

We review gaps between internal and external stakeholder perceptions of strategic sustainability issues, analyze the underlying causes, develop corresponding medium- and long-term improvement plans, and regularly monitor progress and outcomes through a continuous review and refinement process. Based on these efforts, the Company's sustainability strategic issues and material topics are summarized below.

Sustainable Development Goals (SDGs)



ESG Strategy Issue / Company Commitment	Corresponding Material Topics	Stakeholders	Material Topics-Related Impact Responsive Measures
Brand Identity and Market Perception We aim to continually enhance our market perception and increasingly grow our brand value through comprehensive innovation in technology, strategy, marketing, management, and processes.	▶ Brand identity and market perception	▶ General Public/End Consumers/Media	▶ In addition to regularly reviewing management based on sales forecasts and the number of active projects, we continue to understand customers' internal organizational structures, focus areas, and practices to deepen our understanding of and goodwill toward customers.
Customer Relationship Management In response to a rapidly changing environment, we enhance supply resilience and the speed of communication and response. Starting from anticipating customers' future demands, we think from the customer's perspective to proactively increase customer value and jointly enhance the end-customer experience. MediaTek values consumer rights and has established relevant customer rights protection policies and complaint handling mechanisms, committed to ensuring that consumer opinions are fully heard and properly addressed.	▶ Customer relationship management	▶ Customers	▶ For details on customer service policies and complaint procedures, please see 12 Customer Service . ▶ The Company has established an information security management strategy to ensure that its products have no security or privacy vulnerabilities and to strengthen information security resilience. For details, please see 4.6.2 Information Security Management Strategy .

ESG Strategy Issue / Company Commitment	Corresponding Material Topics	Stakeholders	Material Topics-Related Impact Responsive Measures
<p>Innovation</p> <p>Starting from innovation, we combine technical talent and products and collaborate with leading global manufacturers to build strong partnerships. Through our internal culture, we encourage employees to innovate while actively engaging externally, participating in international technical forums and associations, so that MediaTek can be among the leaders across all technology domains.</p>	<p>▶ Innovation and product responsibility</p>	<p>▶ Customers</p> <p>▶ General Public/End Consumers/Media</p>	<p>▶ Provide innovative products that meet consumers’ needs.</p> <p>▶ Communications and networking R&D: As a global leader, we launch the latest communication chips (5G, Wi-Fi 7, etc.) simultaneously and actively participate in the formulation of relevant specifications (6G, Wi-Fi 8, etc.).</p> <p>▶ Computing and AI R&D: Through powerful edge computing capabilities combined with AI algorithms and software tools, MediaTek penetrates products such as smart home, wearables, smartphones, and other connected devices.</p>
<p>Diverse, Equitable and Inclusive Workplace</p> <p>MediaTek believes in the values of diversity, equity, and inclusion and regards employees as our most valuable asset. We believe that fostering an inclusive workplace enhances innovation, improves problem-solving capabilities, strengthens employee engagement and loyalty, and creates a sense of belonging. It is also essential to ensure that all employees have equal opportunities to succeed and grow together with the Company.</p>	<p>▶ Employee Diversity and Equal Opportunity</p>	<p>▶ Employees</p>	<p>▶ Uphold the principles of diversity, equity, and inclusion, foster an equitable workplace, and continuously strengthen related initiatives.</p> <p>▶ Empower managers and employees to better understand and practice the value of diversity, equity, and inclusion, supporting the achievement of the Company’s sustainability goals.</p>
<p>Talent Attraction, Retention and Development</p> <p>Talent is a critical asset of MediaTek. Through diversified and innovative recruitment channels, competitive and internally equitable compensation, and a wide range of employee benefits, we attract global talent to join our professional teams and strengthen employee engagement, making talent a driving force for sustainable development.</p> <p>MediaTek’s sustainable growth and long-term success rely on employees fully leveraging their professional expertise and leadership capabilities. Through development and training programs tailored to different employee levels, we continuously enhance the competitiveness of both employees and managers, enabling MediaTek to remain a global leader in semiconductor technology and operations.</p>	<p>▶ Talent Attraction and Retention</p> <p>▶ Talent Development</p>	<p>▶ Employees</p>	<p>▶ Maintain industry-leading technical expertise and provide a challenging and innovative work environment to attract talent.</p> <p>▶ Offer compensation packages that exceed industry standards.</p> <p>▶ Utilize innovative and diversified recruitment channels and practices to attract the right talent.</p> <p>▶ Provide diverse learning and development opportunities to meet both employee and organizational development needs.</p> <p>▶ Establish a fair, reasonable, and sustainable total rewards framework that encourages employees to fully leverage their professional capabilities.</p> <p>▶ Foster an inclusive and employee-friendly workplace. Promote employee physical and mental wellbeing and maintain a healthy workplace environment. Provide flexible benefits programs designed around employee needs.</p>
<p>Corporate Governance and Legal Compliance, and Information Security Management</p> <p>We adhere to the laws, regulations, and social responsibilities of our operating locations, establish sound corporate governance systems, and implement information security management to achieve the economic performance committed for our core business and lead the Company toward sustainable operations.</p>	<p>▶ Corporate governance and legal compliance</p> <p>▶ Information security management</p>	<p>▶ Shareholders and investors</p> <p>▶ Employees</p> <p>▶ Industry/Government/Academia/Research Institute</p> <p>▶ Media</p>	<p>▶ In the 2025 Corporate Governance Evaluation, MediaTek ranked in the top 5% of TWSE-listed companies for the sixth consecutive year, and continues to enhance corporate governance, such as strengthening the Audit Committee’s oversight of the Company’s finances and risk management, and increasing the proportion of independent directors to more than half, with sustainable operations as the highest objective of corporate operations.</p> <p>▶ Continuously strengthen corporate information security protection through security health checks such as red team exercises.</p> <p>▶ Actively strengthen product security by implementing an open-source third-party software review process and improving the efficiency of handling product security incidents.</p> <p>▶ Formulate intellectual property management plans linked to operational goals and report to the Board of Directors regularly.</p> <p>▶ Hold supplier information security forums to enhance the information security protection capabilities of supply chain partners and build a comprehensive information security environment for MediaTek’s supply chain.</p>
<p>Product Responsibility and Energy Conservation & Carbon Reduction</p> <p>The Company has no factories, so its initiatives in this area mainly focus on office premises. In addition to collecting information related to product energy conservation and carbon reduction, the Company also regularly holds supplier seminars and exchange meetings.</p>	<p>▶ Innovation and product responsibility</p> <p>▶ Sustainable supply chain management</p> <p>▶ Energy and climate change</p>	<p>▶ End consumers</p> <p>▶ Suppliers</p>	<p>▶ Continue to practice green design thinking and improve product energy efficiency; actively respond to domestic and international green environmental protection and carbon reduction initiatives, and exercise influence over suppliers.</p>
<p>Social Contribution and Value Co-Creation</p> <p>The true value of technological innovation lies not only in driving industry competitiveness but also in its ability to create opportunities and improve lives for more people. We actively use technological innovation as a core driving force, transforming the Company’s technological capabilities and knowledge resources into public goods shared by society. From the popularization of knowledge to the innovative application of technology, we jointly create broader indirect economic and social benefits with industry, government, academia, research institutes, and the general public.</p> <p>We are committed to continuously narrowing the inequality in digital and educational resources through cross-sector integration and social investment, empowering more stakeholders to enhance their skills and seize opportunities, closely integrating corporate development with social progress, and driving inclusive and sustainable economic growth.</p>	<p>▶ Social participation and value co-creation</p> <p>▶ Indirect economic impact</p>	<p>▶ Industry/Government/Academia/Research Institute</p> <p>▶ General Public</p>	<p>▶ Empower society with technological knowledge and innovation capacity. We support civic social innovation teams, channeling technology application capacity toward solving local issues; simultaneously, we promote technology education courses, teacher training, and science popularization for primary and secondary schools, building the foundation of social innovation spirit and technological literacy, and expanding the indirect economic contribution of technological innovation to communities and the industry ecosystem. We narrow the structural gaps in digital and educational resources. For remote and under-resourced areas, through local education programs and digital technology empowerment, we reduce inequality of opportunity caused by geographic and resource conditions and promote inclusive social development; and through the cultivation of female STEM talent, we expand the diversity of talent sources in the technology industry, responding to the long-term indirect economic risks of the industry’s talent structure.</p>

Strategic Issue Development Goals

Strategic Issue / Short-term Targets 1-3 years	Mid-to-Long-Term Targets 3-10 years	Management Approach	Progress and Results in 2025
<p>Brand Identity and Market Perception</p> <p>Market Perception</p> <p>▶ To enhance MediaTek’s brand image in the next 1 to 3 years, we will strengthen our global marketing strategy, deepen strategic partnerships, and showcase our innovative technologies through events.</p> <p>Brand Value</p> <p>▶ MediaTek plans to increase its brand value by 10% in the next 1 to 3 years, as assessed by Interbrand. This goal reflects MediaTek’s firm commitment to innovation, excellence, and global expansion, continuing to drive industry growth and gain wider recognition through advanced technologies and products.</p>	<p>▶ Increase brand value and corporate identity by 30%</p>	<p>Responsible Unit</p> <p>▶ Business and Marketing Communications Department</p> <p>Resources</p> <p>▶ Allocate an annual brand marketing budget covering diverse communication channels, including global advertising, public relations events, international exhibition participation, and digital marketing.</p> <p>Engagement Channels</p> <p>▶ Digital channels such as social media, corporate website, newsletters, and brand stores</p> <p>▶ International exhibitions (both physical and online)</p> <p>▶ Global technology meetings and conferences (both physical and online)</p> <p>Evaluation Mechanism</p> <p>▶ Evaluation of global branding results</p>	<p>▶ Won the TCSA Taiwan Corporate Sustainability Awards hosted by the Taiwan Institute for Sustainable Energy, retaining the “Top 10 Domestic Sustainability Model Companies Award,” as well as the “Social Inclusion Leadership Award,” “Information Security Leadership Award,” “Innovation Growth Leadership Award,” “Talent Development Leadership Award,” and the Platinum “Corporate Sustainability Report Award.”</p> <p>▶ Ranked third in Interbrand’s “Best Taiwan Global Brands,” with a 2025 brand value of US\$2.039 billion, a 45% increase from 2024 — the highest growth rate among listed companies.</p> <p>▶ Named one of Newsweek’s “World’s Most Trustworthy Companies 2025.”</p> <p>▶ Recognized by Sustainalytics as a top-rated ESG company in the global semiconductor industry and the Asia-Pacific region.</p>
<p>Customer Relationship Management</p> <p>▶ In 2025, MediaTek overcame various challenges and achieved continuous business growth. Going forward, we will continue to deepen partnerships and improve economies of scale in operations.</p> <p>▶ Continue to develop new products to increase the depth and breadth of customer and partner relationships.</p> <p>▶ Achieve target gross margin, business growth rate, and forecast accuracy.</p>	<p>▶ Continue to deeply cultivate global potential markets (such as AI and automotive), customers, and partners, increase industry influence, and lead the industry forward.</p> <p>▶ Continuously improve communication and response to customer complaints.</p>	<p>Responsible Unit</p> <p>▶ Led by a Senior Vice President, with managers at all levels actively participating.</p> <p>Resources</p> <p>▶ Establish a dedicated team to meet customers’ technical and business needs.</p> <p>Engagement Channels</p> <p>▶ Provide online sales (sales@mediatek.com) and audit mailboxes as communication and complaint channels for non-specified persons, which are then independently reviewed by audit units.</p> <p>Evaluation Mechanism</p> <p>▶ Sales, production and sales forecast accuracy, and real-time customer feedback.</p>	<p>▶ Invested in advanced technology R&D, cultivated new products and a partner ecosystem, explored the new world of AI, and solidified our leading position in diversified technologies.</p> <p>▶ Collaborated with NVIDIA to mass-produce the DGX Spark personal AI supercomputer, equipped with the jointly designed GB10 Grace Blackwell superchip, enabling developers to prototype, fine-tune, and run inference on large AI models locally. Building on the two parties’ deep collaboration across multiple domains, this brings advanced AI technology to hyperscale data centers, IoT applications, software-defined vehicles, and more.</p> <p>▶ Released the Dimensity 9500 flagship 5G Agentic AI chip, built on the industry’s most advanced third-generation 3nm process and integrating the latest All Big Core CPU, GPU, NPU, ISP, and other high-performance processors, delivering new technologies for on-device AI, image processing, console-level gaming experiences, and network communications — the most powerful mobile chip in the Dimensity series to date.</p> <p>▶ Continue to grow together with renowned clients worldwide and embrace AI together, enhancing value for markets such as HPC, automotive, AIoT, mobile phones, digital TVs, and Wi-Fi.</p> <p>▶ Continue to cultivate major markets, covering Europe, America, China, Asia, Africa, Australia, and other major regions worldwide.</p> <p>▶ Revenue continued to grow by 12.3% in 2025, a concrete demonstration of our results.</p>
<p>Innovation</p> <p>▶ Invest at least NT\$80 billion per year in R&D expenses.</p> <p>▶ Mass-produce 5G products meeting various levels of demand.</p> <p>▶ Integrate AI computing functions into products across all product lines.</p> <p>▶ Continuously implement low-power design concepts to improve product energy efficiency.</p>	<p>▶ Actively participate in technical specification-setting associations, with meeting attendance exceeding 80%.</p> <p>▶ Actively establish AI application ecosystems for various product categories.</p> <p>▶ Implement the 3A (Accessibility, Affordability, Availability) strategy to enable people in every corner of the world to harness the power of technological innovation.</p>	<p>Responsible Unit</p> <p>▶ Engineering R&D Unit</p> <p>Resources</p> <p>▶ Invested NT\$148.3 billion in 2025.</p> <p>Engagement Channels</p> <p>▶ R&D, sales, and other relevant units maintain smooth two-way communication channels with customers, enabling us to grasp market trends and consumer needs.</p> <p>Evaluation Mechanism</p> <p>▶ International Solid-State Circuits Conference (ISSCC)</p> <p>▶ Number of patents</p>	<p>▶ Invested NT\$148.3 billion in innovation and R&D.</p> <p>▶ MediaTek’s chips drive approximately 2 billion end devices each year, providing convenient living for modern people.</p> <p>▶ Launched the innovative third-generation All Big Core architecture, the latest flagship 5G Agentic AI chip Dimensity 9500, designed for edge AI, immersive gaming, and extreme imaging, bringing a new flagship experience to the mobile communications market in on-device generative AI, gaming, and imaging.</p> <p>▶ Unveiled the new Dimensity Auto Cockpit platform product C-X1. Built on a 3nm process, the C-X1 leverages advanced generative AI technology to revolutionize the smart automotive experience, delivering astounding computing power breakthroughs for smart cockpits and accelerating the automotive industry’s entry into the AI era.</p>

Strategic Issue / Short-term Targets 1-3 years	Mid-to-Long-Term Targets 3-10 years	Management Approach	Progress and Results in 2025
<p>Diverse, Equitable and Inclusive Workplace</p> <ul style="list-style-type: none">▶ Promote sexual harassment prevention training through multiple communication channels to ensure completion rates.▶ Continue to expand Unconscious Bias Training from people managers to all employees.▶ Support women in technology by fostering talent from an early stage through the MediaTek Foundation, while ensuring fairness in recruitment and internal development opportunities.▶ Strengthen the planning and implementation of Employee Resource Groups (ERGs) at headquarters and expand related initiatives to global offices.▶ Foster a diverse, equitable and inclusive workplace and maintain the representation of female new hires, female engineering and research employees, female employees overall, and female managers at levels comparable to industry averages.	<ul style="list-style-type: none">▶ Continue to promote a diverse, equitable and inclusive workplace through various communication channels and initiatives.▶ Continue to improve gender balance across the workforce while creating an environment where employees from diverse backgrounds feel comfortable, respected, and included.	<p>Responsible Function</p> <ul style="list-style-type: none">▶ Global Human Resources (GHR) <p>Resources</p> <ul style="list-style-type: none">▶ GHR Cross-functional Taskforce Team▶ Employee Resource Groups (ERGs): I-Connect Intergenerational Employee Community, Global Family Expatriate Employee Community, and Women in Tek Women's Community <p>Communication Channels</p> <ul style="list-style-type: none">▶ DEI-related training and development programs▶ Employee Resource Group initiatives▶ DEI Corner dedicated webpage▶ Emails and internal employee newsletters <p>Evaluation Mechanism</p> <ul style="list-style-type: none">▶ Completion rates for Sexual Harassment Prevention Training and Unconscious Bias Training▶ Participation rates in Employee Resource Group activities▶ Scores from DEI-related questions in the Global Employee Survey	<ul style="list-style-type: none">▶ Achieved a 100% completion rate for Sexual Harassment Prevention Training, with 100% completion among new hires, a 100% pass rate on post-training assessments, and a 100% overall training completion rate.▶ Continued to promote Unconscious Bias Training, with more than 90% of global people managers completing the program. Customized in-person workshops are organized for different employee groups, including both managers and individual contributors.▶ Organized activities for intergenerational employees, expatriate employees, and women's development communities, attracting nearly 2,000 participant attendances. MediaTek and its global subsidiaries have a female representation of approximately 16.3% in R&D/technical functions, which falls within the median range of 15–19% for female technical talent among companies in the global semiconductor industry.▶ Since 2024, enhanced family support benefits have been implemented, including 12 weeks of maternity leave for female employees, 10 days of paternity leave and prenatal examination leave, and increased childbirth subsidies (NT\$10,000 per child). In 2025, these benefits supported 90 female employees, 380 male employees, and 362 newborns.▶ Maintained a female-to-male regular pay ratio of 1:1 for employees performing the same job.▶ Implemented bilingualization measures for internal policies.
<p>Talent Attraction, Retention and Development</p> <ul style="list-style-type: none">▶ Establish innovative and diversified recruitment channels to attract suitable talent.▶ Provide competitive compensation and benefits.▶ Continue to promote employee physical and mental wellbeing and maintain a healthy workplace environment.▶ Strengthen managerial capability requirements in response to future business growth and challenges.▶ Review and refine the management learning and development roadmap in response to changing business environments, cultivating leaders capable of addressing future challenges.▶ Provide personal effectiveness and professional development programs to support employees' career growth.	<ul style="list-style-type: none">▶ Continue to provide a competitive global rewards framework linked to performance.▶ Provide a challenging and innovative work environment that enables employees to realize their full potential.▶ Establish employee-centric benefits programs.▶ Enhance the leadership of managers at all levels through competency-development-oriented manager training programs.▶ Continue to offer advanced technology forums and training programs that promote innovative thinking and competitiveness.▶ Strengthen employees' and managers' professional and leadership capabilities to maintain MediaTek's leadership position in technology and operations.	<p>Responsible Functions</p> <ul style="list-style-type: none">▶ Human Resources management-related functions and the Employee Welfare Committee▶ Learning and Development function, Management Development Committee, Project Management Training Committee, and AI Training Committee <p>Resources</p> <ul style="list-style-type: none">▶ Operational management budget▶ Learning and development budget▶ Employee welfare funds and related expenditures <p>Communication Channels</p> <ul style="list-style-type: none">▶ Management communication meetings▶ Labor-management meetings▶ Employee grievance box▶ "I Have a Suggestion" platform▶ Recruitment platforms▶ Employee activity and service satisfaction surveys▶ AI Chatbot▶ Internal learning and development website▶ Online learning platforms <p>Evaluation Mechanisms</p> <ul style="list-style-type: none">▶ Annual review of competitiveness of total compensation and benefits relative to industry peers▶ Hiring rate, onboarding rate, retention rate, and turnover rate▶ Annual employee activity participation rate▶ Annual utilization of health examination subsidies▶ Annual utilization of flexible benefits programs▶ Pre-training requirement survey▶ Post-training satisfaction surveys▶ Learning application sharing sessions▶ Internal TED Talks▶ 360-degree Development Assessment Tool	<ul style="list-style-type: none">▶ According to the 2026 TWSE disclosures for listed companies' 2025 employee compensation indicators, MediaTek's average employee compensation expense, average salary of full-time non-managerial employees, and median salary of full-time non-managerial employees were NT\$4.599 million, NT\$4.465 million, and NT\$3.552 million, respectively.▶ Applicant-to-hire ratio: 14:1; onboarding rate: 78%; new hire retention rate: 97% within both two and three years; turnover rate: 5.8% globally and 5.5% in Taiwan.▶ Flexible benefits reimbursement utilization rate reached 99%; a total of 9,981 employees participated in health examinations, with subsidies amounting to NT\$68.27 million; diversified health promotion activities were organized, achieving a participation coverage rate of 78.6%.▶ In 2025, total global learning hours, including online and classroom-based programs, exceeded 760,000 hours. More than 21,000 employee participations were recorded, with an average of 38 learning hours per employee.

Strategic Issue / Short-term Targets 1-3 years	Mid-to-Long-Term Targets 3-10 years	Management Approach	Progress and Results in 2025
<p>Corporate Governance and Legal Compliance</p> <ul style="list-style-type: none">▶ Implement legal compliance to ensure no material violations of laws.▶ Maintain a corporate governance evaluation result in the top 5% of listed companies.	<ul style="list-style-type: none">▶ Improve the operations of the Board of Directors and various functional committees to perfect the Board's functions.	<p>Responsible Unit</p> <ul style="list-style-type: none">▶ Board of Directors and various functional committees <p>Resources</p> <ul style="list-style-type: none">▶ Legal compliance functional unit <p>Engagement Channels</p> <ul style="list-style-type: none">▶ Quarterly Board meetings▶ Annual General Meeting▶ Regular meetings of various functional committees <p>Evaluation Mechanism</p> <ul style="list-style-type: none">▶ Internal control management operations	<ul style="list-style-type: none">▶ Increased the proportion of independent directors to more than half of the Board seats in 2025.▶ In the 2025 Corporate Governance Evaluation, MediaTek ranked in the top 5% of listed companies for the sixth consecutive year.
<p>Information Security Management</p> <p>Expand the scope of information security management to subsidiaries to strengthen group-wide information security protection capabilities.</p> <ul style="list-style-type: none">▶ Incorporate AI application security issues into the Information Security Committee's discussions to establish an AI governance framework.▶ Promote a zero-trust architecture to reduce lateral movement risks.▶ Strengthen identity verification and access control for core information and communication systems, implementing the least-privilege principle.▶ Amend new technology usage policies to ensure that employees' use of AI and cloud tools complies with relevant regulations, client contracts, PIM policies, and other related requirements.▶ Continuously improve the quality of the product secure development process: 1) raising key module security standards; 2) performing "vulnerability analysis"; 3) introducing fuzz testing coverage techniques.▶ Use AI technology to assist product security analysis/review/audit activities, improving execution efficiency and review scope.▶ For automotive projects, execute ISO 21434 procedures according to client requirements to obtain automotive product certification, complying with vehicle cybersecurity regulations.▶ Establish an SBOM (Software Bill of Materials) management system and generation process to meet software supply chain security compliance requirements.	<ul style="list-style-type: none">▶ Continuously integrate threat intelligence into the information security defense framework to enhance early warning and response capabilities for emerging security threats.▶ Promote the application of AI technology in information security protection to improve the automation and accuracy of threat detection.▶ Establish an AI Agent audit mechanism to detect abnormal behavior in the use of large language models and critical technologies, enhancing the protection of important information.▶ Verify and enhance product security through "penetration testing" and "reverse engineering analysis."▶ Continuously strengthen the application of AI in product security development activities, including secure coding, threat analysis, fuzz testing, and automated security testing, to improve security protection capabilities.	<p>Responsible Unit</p> <ul style="list-style-type: none">▶ The Information Security Committee reviews the implementation of cyber security, product security, and data security quarterly. <p>Resources</p> <ul style="list-style-type: none">▶ The Audit Department, Product Security Department, and Information Security Department invested resources in information security management in 2025, with related expenses of approximately NT\$400 million and a total workforce of approximately 306 people. <p>Engagement Channels</p> <ul style="list-style-type: none">▶ Information security: Provides a CSIRT mailbox (csirt@mediatek.com) for employees to report internal information security issues.▶ Data security: Conducts PIM awareness campaigns for all employees to enhance information security awareness.▶ Subsidiary and supplier management: Holds annual supplier information security forums to communicate on information security with manufacturing suppliers and subsidiaries.▶ Product security: Provides a PSIRT mailbox (security@mediatek.com) and a product security vulnerability bulletin board (link) for clients and consumers to report product security issues and learn about fixed vulnerabilities and updates, enhancing product security and reliability. <p>Evaluation Mechanism</p> <ul style="list-style-type: none">▶ Third-party information security risk rating tools rate MediaTek's information security maturity as Level A.▶ Integrate third-party threat intelligence for external risk assessment and management.▶ Regularly conduct red team exercises and computer security health checks, strengthen supplier information security management, and hold supplier information security forums to enhance suppliers' information security protection capabilities.▶ Conduct quarterly product security audits for each product line to ensure proper implementation results and continuous improvement.	<ul style="list-style-type: none">▶ Completed the ISO 27001:2022 information security certification transition, strengthening information security governance and operational resilience.▶ Retained first place in the 2025 TCSA Information Security Leadership Award (Manufacturing and Energy Industry Group).▶ The production and sales platform won the IT Matters Award for digital transformation, enhancing customer trust and market competitiveness.▶ Obtained the first batch of automotive ISO/SAE 21434 product certificates: For automotive products with higher security requirements, MediaTek has established relevant procedures in accordance with the "Automotive Cybersecurity Standard (ISO/SAE 21434)" and, in addition to completing "process certification," further obtained the first wave of "automotive product certification," meeting the compliance needs of the automotive market and customers.▶ Implemented product security key audits: Starting in 2025, quarterly security key audits are conducted to ensure that important assets are not leaked.▶ Strengthened third-party open-source software management: In Q4 2025, an "Open Source Program Office (OSPO)" was established, dedicated to the governance, responsibility, training, and auditing of open-source software.

Strategic Issue / Short-term Targets 1-3 years	Mid-to-Long-Term Targets 3-10 years	Management Approach	Progress and Results in 2025
Product Responsibility and Energy Conservation & Carbon Reduction <ul style="list-style-type: none">In product innovation design, aim to continuously practice green design thinking to improve product energy efficiency.Continuously optimize the energy efficiency of three new data centers and migrate servers from traditional server rooms to the new data centers.Continuously balance corporate development with energy conservation and carbon reduction, and establish a best-practice management sharing platform for global operating sites so that the best energy-saving resources and practices of global offices can be exchanged and shared.In the first quarter of 2026, introduce immersion cooling technology into the operation of next-generation data centers and simultaneously phase out traditional energy-intensive server rooms.	<ul style="list-style-type: none">For overall corporate data center electricity use, achieve a cumulative electricity saving rate of over 10% from 2024 to 2030.Continuously expand the scale of data centers using immersion cooling technology and seek opportunities to continuously optimize energy-saving effects.Global offices continue to implement energy conservation improvements based on shared best-practice energy-saving improvement cases.Continuously conduct the consolidated company's greenhouse gas inventory and verification through the carbon management system each year.Jointly formulate, together with suppliers, action plans and renewable energy procurement strategies to reduce greenhouse gas emissions by 25% by 2030 (compared to 2020).	Responsible Unit <ul style="list-style-type: none">Responsible units: Global Engineering R&D Unit, Global Facilities Management and Engineering Division, and Global Supply Chain Management HeadquartersExternal responsibility: cooperating suppliers Resources <ul style="list-style-type: none">Innovation R&D fundsFacilities Management and Engineering DivisionSupply Chain Management Department Engagement Channels <ul style="list-style-type: none">R&D, sales, and other relevant units maintain smooth two-way communication channels with customers.Hold quarterly meetings with suppliers to exchange opinions. Evaluation Mechanism <ul style="list-style-type: none">Product energy consumption and volume reduction ratiosScope 1 and Scope 2 greenhouse gas emissionsElectricity saving ratioSupplier Code of Conduct guarantee letter return (signed) rateSupplier risk assessmentSupplier sustainability evaluationLocal procurement	<ul style="list-style-type: none">For main products, the energy consumption ratio decreased by 13% and volume decreased by 4% in 2025 compared to 2024.Continuously optimized the data center energy efficiency indicator (Power Usage Effectiveness, PUE); the three new energy-efficient data centers achieved an overall PUE of 1.33 in 2025, improving energy use efficiency by 17% compared to traditional server rooms.Completed the construction of four rooftop solar power plants at Hsinchu Science Park for self-use, with an installed capacity of 709 kW and annual power generation of 860,000 kWh. In addition, a 235 kW rooftop solar power plant was built at the Tongluo data center building, expected to begin self-use power generation in early 2026.Introduced a carbon management system to assist with the consolidated company's greenhouse gas inventory and verification, completed in 2025 — two years ahead of the competent authority's requirements, based on MediaTek's applicable timeline(Note).MediaTek encourages suppliers to establish continuous improvement project teams and engages in discussions with supply chain energy and water conservation experts and circular economy experts; in 2025, carbon reduction-related continuous improvement projects were carried out, with a carbon reduction benefit of approximately 40,067 tons CO₂e per year. <p>Note: The Sustainable Development Roadmap for TWSE/TPEX Listed Companies promulgated by the competent authority.</p>
Social Contribution and Value Co-Creation Social Innovation <ul style="list-style-type: none">Through "Genius for Home," provide cross-enterprise mentor guidance, business model optimization, and impact assessment training to at least 15 high-potential teams each year.Hold Demo Days to bridge resources, accompanying 3 outstanding teams toward implementation each year.Introduce MediaTek's technology resources to help social innovation teams improve the efficiency and scale of solving social problems. Solid Technological Foundation <ul style="list-style-type: none">Cultivate approximately 60 primary and secondary school STEM teachers each year, with at least 30% of slots reserved for remote and disadvantaged areas.Support 45 technology-related courses, camps, or thematic research projects each year to enhance students' inquiry and practical skills.Build and support 15 local science learning circles each year, forming a locally operable science education support system in a "one school leads another" model.The Tech Girls program cultivates 30 to 40 parent-child groups and over 40 university women each year, expanding corporate employee participation to form an intergenerational support network. Talent Development <ul style="list-style-type: none">Support academic research and foster the cultivation of talent in key fields such as semiconductors. Social Welfare and Engagement <ul style="list-style-type: none">Build collaboration networks of corporate volunteers and external NGOs, advance the corporate employee volunteer culture, and promote social participation.	Social Innovation <ul style="list-style-type: none">Support more than 10 social innovation teams to complete implementation within five years.Establish a regional social innovation network connecting more than 20 enterprises, NGOs, impact investors, and public sector entities. Solid Technological Foundation <ul style="list-style-type: none">Support more than 100 primary and secondary schools to offer continuous technology courses within five years, and establish a community mechanism that supports the continuous capacity-building of 200 teachers.Continuously explore innovative paths for primary and secondary school technology courses in the AI era, accelerating the adoption of emerging technologies in educational settings.Publish a Tech Girls action plan to expand advocacy and share insights with society. Talent Development <ul style="list-style-type: none">Collaboratively develop cutting-edge innovative research. Social Welfare and Engagement <ul style="list-style-type: none">Plan to launch value co-creation collaboration projects with a cumulative total of 10 local organizations over five years.	Responsible Unit <ul style="list-style-type: none">Social welfare projects: planned and coordinated by the MediaTek Foundation, with regular reports 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 reviewing and approving programs and supervising implementation. Resources <ul style="list-style-type: none">Funding: a total of NT\$27.34 million was invested, of which NT\$26.82 million was provided in the form of event organization, courses, scholarship and prize subsidies, and guidance services.Equipment/material/goods donations: approximately NT\$520,000 in cash equivalent.Human resources: 7 foundation staff, 86 volunteers, and 118 related staff, totaling 211 people. Engagement Channels <ul style="list-style-type: none">MediaTek Foundation official websiteMediaTek Foundation fan pageTel: +886-3-567-0766Genius for Home shortlisted team workshops, competition website, and customer serviceOnline briefings for various programs Evaluation Mechanism <ul style="list-style-type: none">Participant satisfaction surveys, impact outcome tracking, and disclosure. <div></div> <div>MediaTek Foundation official websiteMediaTek Foundation fan page</div>	Social Innovation <ul style="list-style-type: none">Held "Genius for Home": reached 94 townships and districts across Taiwan, generated 132 proposals, and supported 3 impact-acceleration teams in post-competition co-creation.Across eight editions, 33 teams have become registered organizations, with 28 in corporate form and 5 as non-profit organizations. Solid Technological Foundation <ul style="list-style-type: none">STEM Course Creator Program: expanded to 48 primary and secondary schools across Taiwan.After participating in the Course Creator Program, 85.7% of teachers introduced generative AI into technology courses for the first time and adjusted course design in response to AI; 92.9% of teachers, for the first time in this program, guided students to solve real-life problems using IoT and hardware-software projects; 100% of teachers gained stable channels and platforms for professional teaching discussions through this program.1+1 Science Circle Program: established 21 collaboration projects, supporting a total of 44 schools.Girls! TECH Action Program: 40 university women and 30 groups of junior and senior high school female students and parents, with extended campus ambassador activities; 42 female employee volunteers joined the support network, of whom 16 served as pen pals providing career guidance and 29 served as senior mentors and volunteers, accumulating 123 hours of service and building intergenerational growth support. Talent Development <ul style="list-style-type: none">Encouraged R&D and supported 3 university-level innovation and research centers.Responded to and supported government policies, forming industry-academia alliances with schools; injected funding and industry mentors to support the operation of semiconductor colleges. Social Welfare and Engagement <ul style="list-style-type: none">Volunteer activities: volunteers served 12 elementary schools around Hsinchu, benefiting 1,811 students.Sustainable Nanzhou Project: approximately 38,461 teachers, students, and local residents participated, promoting the cultivation of local culture in the Chaozhou and Nanzhou areas of Pingtung.



Chapter 1

Global Presence

With a global perspective and integrated access to resources worldwide, we continuously enhance our core competitiveness and are committed to achieving a leadership position in our industry.

1.1 Brand Vision

1.2 Customer Services

ESG Highlights

2 Billion Units

Approximately 2 billion end-user products with built-in MediaTek chips are launched globally each year.

298 Million People*

The “Direct-to-Customer Vertical Business Marketing Program” global outreach campaign reached over 298 million people.

Interbrand No. 3

Ranked 3rd in Taiwan Global Brand Value

+ Ranked by Brand Finance as the second fastest-growing semiconductor brand in 2025.



ESG

1.1 Brand Vision

1.1.1 Branding

Corporate Brand Campaign: “This Chip”

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

Direct-to-Customer Vertical Business Marketing Program

MediaTek’s “Direct-to-Customer Vertical Business Marketing Program” targets key and potential customers, focusing on influential purchase decision-makers to maximize brand exposure and demonstrate how MediaTek’s products and solutions meet specific needs.

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

This global vertical market program has reached 11 different vertical domains and regions, with a cumulative exposure of 1.1 billion impressions, 44.48 million video views, 72 million interactions, and an audience reach exceeding 298 million.

1.1.2 Product Innovation

Invested in advanced technology R&D, cultivated new products and a partner ecosystem, explored the new world of AI, and solidified our leading position in diversified technologies.

Feature 01 GB10 Grace Blackwell Superchip - Delivering Server-Grade AI Computing with High Performance and Low Power

Innovation Background

As generative AI and large language models develop rapidly, developers’ demand for high-performance computing platforms that can run locally is increasing. MediaTek collaborated with NVIDIA to design the GB10 Grace Blackwell superchip, used in the NVIDIA DGX Spark personal AI supercomputer, enabling the prototyping, fine-tuning, and inference of large AI models on desktop devices and promoting the popularization of AI technology applications.

Core Innovative Technologies

- 1 High-performance, low-power CPU design: The GB10 features a 20-core Arm-architecture Grace CPU, demonstrating MediaTek’s technical strength in high-efficiency computing, memory subsystems, and high-speed interface integration.
- 2 Breakthrough AI computing integration: Combining the next-generation Blackwell GPU with a 128GB unified memory architecture to deliver up to 1 PFLOP of AI computing power.
- 3 Local large-model execution capability: Supports running models with up to 200B parameters, and can connect two units via ConnectX-7 to support inference of models with up to 405B parameters.
- 4 Compact design and energy efficiency optimization: The system can be placed on a desktop and operate from a standard power outlet, combining high computing power with low power consumption.

Value Created

The GB10 brings data-center-grade AI computing power to personal devices, allowing users to rapidly iterate models locally, lowering development barriers and infrastructure dependence while balancing performance and energy efficiency. This innovation demonstrates MediaTek’s core strengths in integrating high-performance computing with energy-efficient design and strengthens its technological influence in the data center and AI computing fields.

Feature 02 Building a Flagship High - Performance Chip Using the 2nm Process

Innovation Background

As demand for AI, high-performance computing, and mobile devices continues to grow, the market’s requirements for high-performance and low-power semiconductor products are increasing. MediaTek’s first flagship system-on-chip (SoC) built on TSMC’s 2nm process has successfully completed tape-out, making MediaTek one of the first companies to adopt this advanced process technology.

Core Innovative Technologies

- 1 Nanosheet transistor architecture: Provides superior performance, power consumption, and yield.
- 2 Significant performance and energy efficiency improvements: Compared to the N3E process, logic density increases by 1.2 times, performance improves by up to 18% at the same power consumption, or power consumption is reduced by approximately 36% at the same speed.
- 3 Cross-application integration: Advanced process technology will be widely applied to diverse products such as mobile platforms, automotive, computing, and data centers.

Value Created

By being among the first to adopt 2nm process technology, MediaTek continues to strengthen its high-performance and low-power design capabilities, improving chip computing density and energy efficiency to help customers gain a competitive advantage in the AI and high-performance computing era. It also demonstrates the technological synergy of long-term collaboration with TSMC, jointly advancing the development of advanced semiconductor technology.

■ Dimensity 9500 Flagship Chip: Ultimate Performance and Energy Efficiency for an Upgraded AI Experience

MediaTek's latest flagship 5G chip, the Dimensity 9500, is built on the industry's advanced third-generation 3nm process and integrates high-performance computing architectures such as an All Big Core CPU, GPU, NPU, and ISP, comprehensively enhancing on-device AI, image processing, mobile gaming, and communication experiences - the best-performing and most energy-efficient product in the Dimensity series to date.

The Dimensity 9500 features MediaTek's high-performance AI processor NPU 990, doubling AI computing performance compared to the previous generation, significantly strengthening the real-time computing capabilities of generative AI and Agentic AI on end devices, and enhancing application experiences such as content creation, productivity tools, and video conferencing. At the same time, through AI-accelerated positioning technology, positioning accuracy can be improved by up to 20% and the time to first fix is shortened, strengthening navigation and traffic application performance in high-density urban environments.

Dimensity Auto Platform 3nm Flagship Cockpit Platform, Leading the Automotive Industry into a New AI Era

MediaTek launched the Dimensity Auto smart cockpit flagship platform C-X1 and the in-vehicle connectivity platform MT2739. Built on a 3nm process, the C-X1 integrates dual AI engines and NVIDIA's technology architecture, supports multimodal large language models and Agentic AI applications, and enhances cockpit interaction, driving safety monitoring, and multimedia entertainment performance. It can also be combined with a centralized computing platform to help automakers develop software-defined vehicles. The MT2739 supports 5G-Advanced and satellite communication technologies and features AI network optimization to improve connection stability and user experience. With high-performance and energy-efficient architectures, MediaTek works with ecosystem partners to advance smart automotive innovation.

Partnering with Enterprises to Build an Automotive-Grade ADAS Platform, Advancing a New Era of Smart Driving

MediaTek collaborated with DENSO to develop a customized automotive SoC for advanced driver assistance systems (ADAS) and smart cockpits. The platform combines DENSO's automotive-grade safety and integration experience with MediaTek's advantages in high-performance, low-power, and AI computing technologies, offering high scalability and mass-production capability. The solution complies with ISO 26262 ASIL-B/D and AEC-Q100 standards and integrates AI/NPU, advanced ISP, and a multi-sensor fusion architecture to improve perception performance and system reliability, while optimizing design quality and shortening time to market, accelerating the adoption of smart driving technology in global markets.

1.1.3 Global Branding Events

MediaTek's branding strategy balances internal and external communications. Internally, through diverse communication mechanisms, the Company helps all employees understand the brand development journey and brand positioning and strengthens their identification with the brand spirit to build brand consensus. Externally, the Company develops products and solutions centered on brand value, providing high-performance and innovative technologies to make technology more accessible and thereby enhance market acceptance and brand goodwill.

At the same time, through continuous brand management and external promotion, the Company builds a consistent and recognizable brand image, and demonstrates the brand positioning and commitments of the enterprise and its products through diverse communication channels and participation in international exhibitions. Building on its leading technology and operational advantages, MediaTek continues to enhance its brand value and strengthen its brand competitiveness in the fiercely competitive global market. In addition, through brand events, owned media platforms, and social media, the Company conveys MediaTek's technological innovation achievements and product competitiveness to global analysts, media, opinion leaders, and consumers.

1 MediaTek's Next-Generation Communications and AI Technologies Debut at MWC 2025

February 2025

At the 2025 Mobile World Congress (MWC 2025), MediaTek showcased multiple key technologies driving wireless communications toward the next-generation 6G, including cloud-edge-device converged computing, real-network low-orbit NR-NTN connectivity technology, sub-band full-duplex technology, and the M90 5G-Advanced modem. MediaTek also presented the latest advances of the Dimensity brand in smartphones and automotive, as well as global leading-brand devices powered by MediaTek products, demonstrating the Company's continued leadership in key areas, deploying next-generation communications and the AI industry with innovative technological capabilities and a forward-looking pace.



2 MediaTek × NASCAR 2025 Brand Promotion

February 2025

To raise MediaTek's brand awareness in the Americas market, the Company sponsored the NASCAR Mexico Series in 2025 and partnered with the newly established HO Speed racing team, displaying the MediaTek brand identity in multiple places, including the race car body, pit area, technician and engineering team uniforms, and driver gear, with brand elements covering approximately 80% of the car body area. The program launched in February 2025, covering 14 races and concluding with an annual awards ceremony, presenting the brand image to OEM partners, media, and the public through the racing platform, and gaining exposure across diverse media including technology, business, and sports outlets through print, radio, and television channels.



In addition, in conjunction with the launch of the Samsung Galaxy Tab S11 Ultra, MediaTek partnered with Samsung to adjust the car body brand design in two of the races to a joint MediaTek and Samsung presentation; driver Diego Ortiz competed and won both races, further enhancing brand exposure and collaboration benefits.



3 MediaTek Dimensity Developer Conference 2025

MDDC 2025 April 2025

Under the theme "AI for Everything," the MediaTek Dimensity Developer Conference 2025 explored AI technology development trends in depth. At the event, MediaTek officially announced the five major characteristics of the Agentic AI user experience and, through activities such as the launch of the Dimensity 9400+ flagship chip, a one-stop visual smart development platform, and Dimensity Summit Dialogues, continued to convey the Dimensity "AI leadership" story and philosophy to the industry.



The event attracted over 400 developers, industry partners, distinguished guests, and media representatives, and the official live stream accumulated over 3.4 million views. There were a total of 19,287 online reports, and the readership of related topics on social platforms reached 18.965 million, an 18% increase from the previous year. In addition, 15 media outlets conducted exclusive interviews, discussing in depth from perspectives such as future AI experience trends, product technology, and developer tools, elaborating on MediaTek's value as a "leader in edge AI experiences / pioneer of the AI development ecosystem" in driving the industry forward; related media experience and opinion videos averaged over 100,000 views each, raising the conference's industry profile and making MDDC one of the major annual events in the technology industry.



4 Dimensity Auto New Product Launch

April 2025



At the Shanghai International Automobile Industry Exhibition, MediaTek launched the Dimensity Auto flagship cockpit platform C-X1 and the flagship connectivity platform MT2739. At the event, MediaTek and its ecosystem partners showcased advanced generative AI technology and Agentic AI cockpit applications, using a dual-AI-engine and integrated cockpit-driving solution to comprehensively upgrade the AI-defined cockpit experience, bringing advanced AI and multimedia technologies into a new generation of smart vehicles and providing comprehensive industry solutions to jointly lead the innovative direction of future smart mobility experiences. As the Dimensity Auto business continues to break through toward a bigger stage, MediaTek also partnered with NVIDIA at this Shanghai auto show to launch a new generation of automotive chip solutions and collaborated with multiple customers and industry partners to release several important products.



5 COMPUTEX 2025 Keynote Reveals Future Technology Innovations and Applications

May 2025



At the COMPUTEX 2025 Keynote on May 20, MediaTek Vice Chairman and CEO Rick Tsai spoke under the theme "AI for Everyone: From Edge to Cloud," sharing how the Company drives AI innovation from edge to cloud through advanced communications, computing, and multimedia technologies. CEO Tsai explored in depth the roles of AI, 6G, and edge and cloud computing in digital transformation, demonstrating the corporate vision of bringing integrated intelligent computing to everyone.

During COMPUTEX, MediaTek also showcased multiple forward-looking technologies, including the 224G SerDes high-speed interface, the Dimensity Auto automotive platform, and 5G-Advanced NTN low-earth-orbit (LEO) satellite real-network connectivity. Through its strategic collaboration with NVIDIA on the NVIDIA GB10 Grace Blackwell superchip for NVIDIA DGX Spark, it brought breakthrough progress to the AI and cloud technology ecosystem, demonstrating continued leadership across key technologies.



6 MediaTek SEA Media Gathering

July 2025

In 2025, the MediaTek Southeast Asia media gathering was successfully held in Indonesia, Vietnam, and Thailand, attracting strong attention and participation from regional media. The event invited over 120 media outlets to share MediaTek's latest developments and innovation achievements in mobile communications, IoT, and 5G technology with local media.

This event generated over 175 media reports, of which more than 70% came from Tier 1 major media in each market. Related reports accumulated over 43 million page views, a record high, indicating MediaTek's continuously growing brand influence and technological attention in the Southeast Asian market.



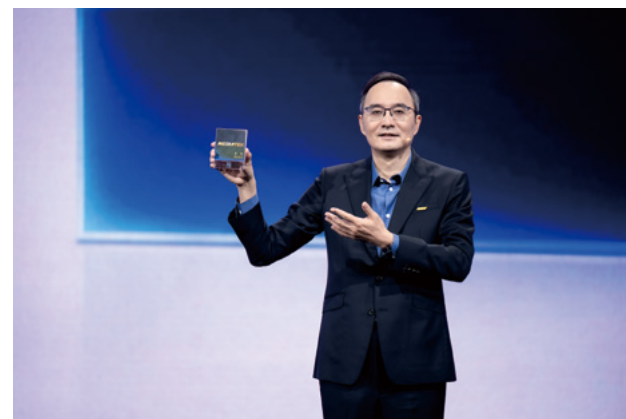
7 Discovery × MediaTek “Riding with the Wind” Dimensity Imaging Story September 2025

MediaTek’s collaboration with the Discovery Channel entered its fourth year. This time, themed “Riding with the Wind,” it took viewers into the grasslands of Inner Mongolia to document a true story of dreams and growth. A 10-year-old girl (Aru Le) loves horseback riding, and her mother hopes she can improve her riding skills to reach a broader world. Using a smartphone powered by a Dimensity flagship chip, the process of “chasing dreams and rewriting the future” was recorded. The powerful chip performance made every galloping moment as clear, stable, and vivid as a movie scene. The girl’s dream flows, breathes, and is conveyed frame by frame. After its release, “Riding with the Wind” gained attention from global netizens, with total social media exposure reaching 30 million, total video views of 4.17 million, and TV promotion reaching 4.48 million people. This moving story was also brought to the Dimensity 9500 launch event, vividly demonstrating the strength of Dimensity imaging.



8 Dimensity 9500 Flagship 5G Agentic AI Chip Launch Event September 2025

The Dimensity 9500 flagship launch centered on MediaTek’s brand story, recounting the Dimensity journey from challenger to leader – from product leadership to empowering end-device experiences, continuously advancing mobile device AI and computing capabilities. In terms of communication results, many media outlets focused on the Dimensity 9500’s technological advantages in GPU, AI computing, and energy efficiency, and through in-depth media reviews and reports, immediately positioned the Dimensity 9500 as the strongest flagship chip, with core coverage topping the trending lists of eight leading platforms. In addition, the product video introduced at the launch also attracted wide attention, with an average viewing duration twice that of the Dimensity 9400 product video, demonstrating a high level of market interest.



9 OCP 2025 Showcases ASIC Custom Chip Technology Leadership October 2025

At the 2025 Open Compute Project (OCP) Global Summit, MediaTek demonstrated its continued innovation capabilities in custom ASIC chip design, covering diverse scenarios such as data centers and consumer applications. By showcasing advanced IP technologies and innovative packaging solutions, MediaTek demonstrated its technological advantages in improving computing performance while balancing energy efficiency and sustainable development.

From data centers, AI applications, and cloud high-performance computing (HPC) to ultra-high-speed storage and networking technologies, the Company continues to expand its influence in the computing industry ecosystem, demonstrating its technical strength in custom chip design and system integration.

10 IMC 2025 and Dimensity 9500 India Launch Event October 2025

MediaTek participated in the 2025 India Mobile Congress (IMC) as a Media Lounge Partner, demonstrating the Company’s leadership in innovation, AI, and connectivity technologies, and simultaneously launched the Dimensity 9500 flagship system-on-chip in the Indian market. A media exchange space was set up at the venue, attracting many news agencies, tech bloggers, and opinion leaders to interact, deepening the media’s understanding of MediaTek’s technology and the Dimensity 9500 platform.

The launch of the Dimensity 9500 in India received wide media attention, attracting over 100 media representatives and generating over 80 media reports, cumulatively reaching over 480 million readers. The event also hosted an esports experience competition, inviting over 50 MediaTek Connect community gamers to play on devices powered by Dimensity 8000 and 9000 series chips, with product introduction and Q&A sessions arranged to enhance market attention and engagement with the Dimensity 9500.



1.2 Customer Services

SDG 8.3

1.2.1 Innovative Project Management Processes

Customer focus is one of MediaTek's core values. Our customer service management policy has extended to upstream and downstream ecosystem partners; it means thinking from the customer's perspective, starting from anticipating customers' future needs, prioritizing customer satisfaction, and further extending to valuing the end-user experience and proactively helping to enhance the value of the entire ecosystem.

We initiate the project management process from the moment we contact a customer. All customer ideas and suggestions are compiled uniformly, continuously tracked, and regularly updated, and we then provide timely feedback so that customers experience the rigor and dedication of MediaTek's product service processes. Please refer to the table below for the detailed project management process.



1.2.2 High-Quality Service Tools

To simplify customer support processes, improve efficiency, and optimize the customer experience, MediaTek established the MediaTek On-Line platform. The platform includes software authorization, a document management system, a file exchange system, online courses, FAQs, a list of recommended vendors, software downloads, and online Q&A. This platform effectively helps MediaTek understand customer needs, accelerate customer product development, shorten the time to commercialization, and create products that meet customer expectations.

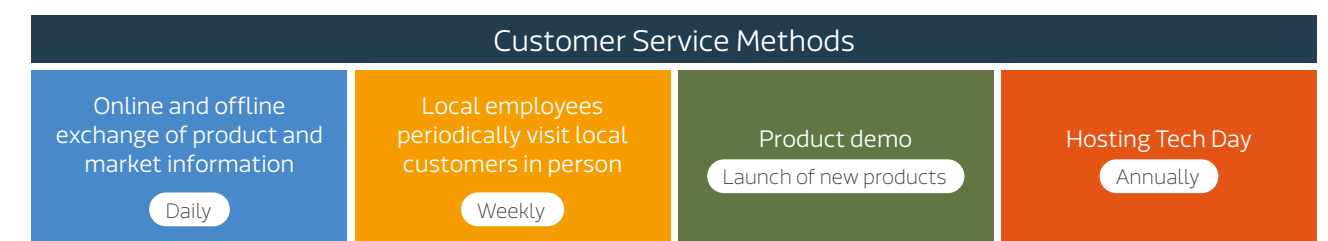


When customers have questions or suggestions about products or services, they can consult us via the e-Service online inquiry function. MediaTek experts handle the questions raised by customers, or further assign them to the responsible department based on the nature of the question, systematically and properly resolving customers' product development challenges and providing the best customer service in real time.

1.2.3 Local Services

In 2025, MediaTek's chips powered over 2 billion end devices worldwide. In addition to innovation-focused product design and excellent product quality, the Company firmly believes that close communication with customers and a deep understanding of their needs are the path to successful customer service. Therefore, we must provide the most timely and tailored services to customers in every region and continue to increase investment in customer service. Led by a Senior Vice President, the Company guides managers and staff at all levels; local and headquarters customer service teams jointly conduct regular weekly, monthly, and quarterly reviews of projects and requirements and communicate both parties' short-, medium-, and long-term objectives. To provide proximity-based customer service, the Company has established dedicated customer business service offices in regions including Taiwan, Japan, Korea, the United States, the Middle East, and Europe. Customers can also communicate and provide B2B feedback through the online business mailbox or by contacting MediaTek's audit team; for details, please see the MediaTek official website.

MediaTek communicates with customers weekly and adjusts communication frequency as needed, connecting front-end customer requirements with back-end teams to provide immediate support. In 2025, the number of service employees continued to increase, raising the proportion of local staff in each region.





Chapter 2

Innovation

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

2.1 Core Concepts

2.2 Innovation in Practice

2.3 Innovation Achievements

ESG Highlights

105 ISSCC Papers

For 23 consecutive years, MediaTek is the only Taiwan-based company that published 105 papers in the world's most authoritative ISSCC.

13% Lower Energy Consumption

Through green innovation, the energy consumption of devices powered by MediaTek in the usage phase decreased by 13% in 2025 compared to 2024

Agentic AI Technology

The Dimensity 9500 flagship mobile chip turns Agentic AI from a technological concept into an accessible user experience

- + Invested NT\$148.3 billion in R&D in 2025
- + Named a "Global Top 100 Innovator" by LexisNexis for five consecutive years
- + Recognized as a Clarivate "Top 100 Global Innovator" in 2025
- + Secured over 2,800 global patents in 2025; ranked number one in Taiwan for patent portfolios across 5G, Wi-Fi, and HEVC/VVC video coding.



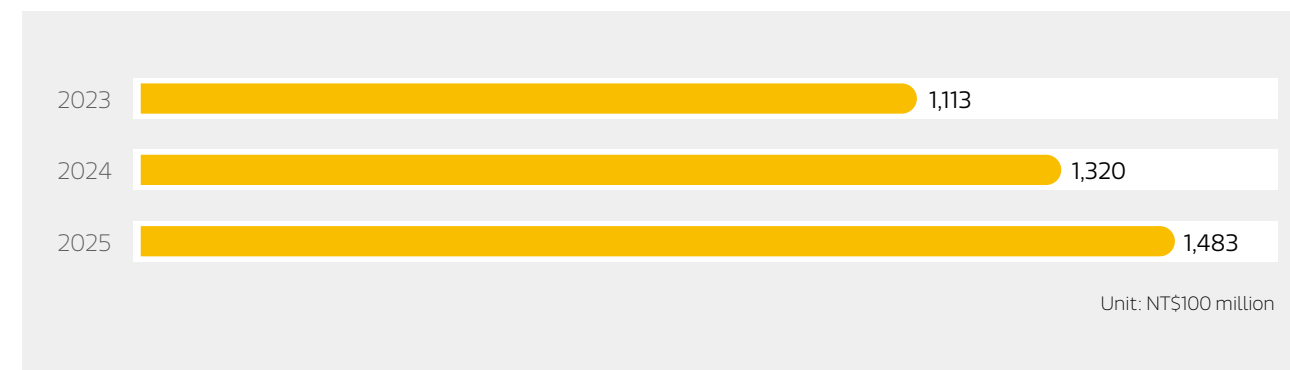
ESG

2.1 Core Concepts

SDG 1.4 SDG 8.2 SDG 9c

Innovation is a never-ending relay race. At MediaTek, our core belief is that technology must be accessible to people from all walks of life. As an upstream leader in the semiconductor value chain, we leverage our innovations to bridge the digital divide and solve real-world challenges. By closely monitoring industry trends and evolving user needs, we stay at the forefront of technology, ensuring our breakthroughs create tangible opportunities for the public. We believe innovation is the engine of sustainable growth. Through highly competitive products and services, we empower users everywhere to co-create a better life and explore limitless possibilities.

To maintain this momentum, MediaTek relentlessly invests in advanced R&D and emerging fields. In 2025 alone, our R&D investment reached NT\$148.3 billion, bringing our cumulative three-year total to approximately NT\$390 billion. This steadfast commitment allows us to drive global digital transformation and maintain our leadership across the 5G, wireless communication, and AI sectors.



2.2 Innovation in Practice

SDG 8.2 SDG 9.5

2.2.1 Talents

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

2.2.2 Culture

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

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

2025 Innovation Award and Special Contribution Award

In 2025, 13 teams took part in the competition; among 157 project members, 38 of whom were from overseas units. Among the 13 teams nominated, 7 teams were awarded, including 2 for the Innovation Award, 2 for the Special Contribution Award - Project/Product, and 3 for the Special Contribution Award - Operation.



A 23-Year Legacy at ISSCC: The Only Taiwanese Company to Achieve Unbroken Recognition

The International Solid-State Circuits Conference (ISSCC) is the world's largest and most prestigious international conference on solid-state circuits, drawing thousands of participants from academia and industry each year. It serves as a leading indicator of global R&D trends in advanced semiconductors. Widely recognized as the "Olympics of the IC design field," it is the premier forum for top-level technical exchange among global industry, academic, and research experts.

In 2025, the MediaTek Group had three papers accepted, which were subsequently presented at the 2026 conference. Remarkably, MediaTek is the only Taiwanese company to have papers accepted for 23 consecutive years. Since 2004, we have published 105 papers to date. This unbroken record of success highlights our ongoing technological strength and consistently earns us the world's most authoritative professional recognition.

A MediaTek team has received the ISSCC 2025 Anantha P. Chandrakasan Distinguished Technical Paper Award. This marks the third time MediaTek has received this prestigious award, following previous wins in 2024 and 2021.

Papers Presented at ISSCC 2026

- ▶ MADiC: A 3nm 7.4TOPS/mm², 17.4TOPS/W Generative Diffusion Accelerator Enabled by Hardware-Compiler Co-Optimization of Memory Hierarchy and Operator Parallelism
- ▶ A Dynamic Performance Augmentation in a 3nm-plus Mobile CPU
- ▶ A 350mV Single-Rail SRAM using Custom-Logic-Bitcell in 2nm-CMOS-Nanosheet Technology for Mobile and Edge-AI Applications

2.2.3 Exchanges

Deepening Value Chain Collaboration to Jointly Create New Technological Opportunities

MediaTek is working closely with DENSO, one of the world's leading automotive technology providers, to develop a custom automotive System-on-Chip (SoC) solution tailored for Advanced Driver-Assistance Systems (ADAS) and cockpit systems. This joint effort merges DENSO's automotive-grade safety expertise and deep vehicle integration with MediaTek's technologies cultivated through the development of Dimensity AX, leveraging power-efficient, high performance SoCs and AI capabilities to offer a scalable, production-ready platform for next-generation driver assistance.

The collaboration leverages three key pillars to deliver breakthrough ADAS capabilities:

Automotive-Grade Safety, Reliability & Compliance Leadership: Drawing from DENSO's proven safety and system engineering prowess, the custom SoC targets ISO 26262 compliance, enabling ASIL-B/D levels of functional safety. Supported by AEC-Q100 qualification and automotive-standard system integration, the platform ensures robust reliability for automotive OEMs and Tier-1 suppliers worldwide.

Industry-Leading AI Compute, Perception Architecture, and IP Portfolio

MediaTek brings best-in-class heterogeneous compute capabilities, featuring dedicated AI/NPU accelerators and advanced ISP for superior performance in ADAS applications. The platform supports multi-sensor fusion—including camera, radar, and lidar-using advanced vision pipelines, all optimized in tandem with DENSO's domain expertise.

Faster Design Quality and Time-To-Market

The joint solution delivers higher system design quality and accelerated time to market (TTM) thanks to a comprehensive portfolio of pre-validated, automotive-grade IP, safety work products, reference designs, and toolchains aligned to ISO 26262 and AUTOSAR standards.

This collaboration brings two industry leaders together to support the most demanding requirements of global automotive manufacturers and system integrators, exceeding benchmarks in safety, power efficiency, and AI-enabled perception to advance the future of assisted driving. MediaTek, through its partnership with DENSO, aims to shape the future of intelligent mobility, enable rapid deployment of advanced driver-assistance systems, and redefine the automotive experience for customers across the globe.

Participation in Industry Associations

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

MediaTek's Participation in Industry Associations

Network Communication

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

Semiconductor

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

2.2.4 Patent Strategies and Participation in Standard Organizations

Since its founding, innovation has been the cornerstone of MediaTek’s daily operations. To properly protect its valuable R&D achievements, continuously strengthen its competitiveness in the global market, and achieve technological leadership in key areas, the Company has formulated an intellectual property management plan aligned with its business objectives, providing the best products and services to customers worldwide through the approach of “Global Reach, Local Presence” and continuing to pursue leadership in its industry with a sustainable development mindset.

MediaTek’s patent portfolio spans the globe, including Taiwan, mainland China, the United States, Europe, India, Japan, Korea, Brazil, and South Africa, with a total of over 10,000 patent applications. Since MediaTek’s establishment in 1997, as of the end of 2025 the Company has held over 14,000 patents globally, of which more than 2,800 domestic and international patents were granted in 2025, ranking first in Taiwan’s IC design industry. MediaTek was named a Clarivate “Top 100 Global Innovator” and a LexisNexis “Global Top 100 Innovator,” and continues to pass the Taiwan Intellectual Property Management System (TIPS) Grade A certification review with outstanding performance. At the same time, the Company ranks first in Taiwan’s industry in the number of global patents in 5G communications, Wi-Fi, and HEVC/VVC video coding.

MediaTek continues to make innovative R&D the core driving force of its sustainable development. In 2026, it was once again honored as one of LexisNexis “Innovation Momentum: The Global Top 100” companies, not only making the list for the fifth consecutive year but also being one of only two companies in Taiwan selected for five consecutive years, fully demonstrating MediaTek’s outstanding performance in technological innovation and intellectual property management.

LexisNexis is part of RELX Group, a global provider of professional information and analytics solutions. This selection uses the quantitative “Patent Asset Index” as its core evaluation method through its patent analytics platform. This index does not measure solely by the number of patent applications, but comprehensively assesses the Technology Relevance and Market Coverage of patents to measure the overall competitive influence of a company’s patent portfolio, objectively selecting the world’s most innovative and highest-quality-patent companies through quantitative criteria.

MediaTek’s continued presence on the list proves that our patent portfolio not only ranks among the top in quantity but, more importantly, that our patent quality is highly competitive and our overall innovation and R&D momentum is strong. Facing rapidly changing market trends, MediaTek not only pursues technological breakthroughs but also focuses on optimizing the structure of its patent portfolio and deploying high-value intellectual property. We will continue to expand our technological influence and strive to create more resilient and sustainable value.

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

MediaTek’s Participation in Technical Standard Organizations

Name of Standard Organization	MediaTek’s Role and Contributions
Third Generation Partnership Project, 3GPP	<ul style="list-style-type: none">Has driven research on new mobile communication technologies since 2008, actively contributing findings to guide 3GPP international standard development across 4G, 5G, and 6GMaintains a global research team of over 100 experts across Taiwan, the United States, Europe, and ChinaElected as chair of 3GPP RAN2 in 2019, leading the industry in completing the standard design for 5G L2/L3 communication protocolsActively promotes 6G technology R&D and standard development
European Telecommunications Standards Institute, ETSI	<ul style="list-style-type: none">Elected as an ETSI Board member in 2023Develops opportunities for industry-academia collaboration and exchange within the European region
Taiwan Association of Information and Communication Standards, TAICS	<ul style="list-style-type: none">Helped establish TAICS and consistently serves as its chair, promoting exchange and collaboration among domestic and international technical standards experts
Institute of Electrical and Electronics Engineers (IEEE) 802.11 Wireless Local Area Networks	<ul style="list-style-type: none">Has served as vice chair of the 11bn/Wi-Fi 8 Working Group since 2023, actively participating in the development of successive generations of 802.11 Wi-Fi technology standards (e.g., 11ac/Wi-Fi 5, 11ax/Wi-Fi 6, 11be/Wi-Fi 7)Collaborates with global industry leaders to develop next-generation Wi-Fi standards
Wi-Fi Alliance(WFA)	<ul style="list-style-type: none">Has served as vice chair of the Wi-Fi 7 Marketing and Technical Working Groups and chair of the Multi-AP (EasyMesh) Technical Working Group since 2021; since 2025, has served as vice chair of the Wi-Fi 8 Marketing and Technical Working GroupsLeads the testing and development of multiple WFA interoperability certification platforms to expand Wi-Fi’s global application; actively formulates technical standards and certification testsMediaTek’s products have been selected as Wi-Fi 7 certification testbeds and were among the first to pass initial certification, accelerating industry adoption
Joint Video Experts Team(JVET)	<ul style="list-style-type: none">Monitors the latest exploration and progress of next-generation video coding technologies to strategically position patented technologies for future compression standards (e.g., H.267)Submitted the Company’s response to the Call for Proposals (on H.267), actively participating in the development of next-generation standards

2.3 Innovation Achievements

SDG 8.2 SDG 8.4

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

With the advent of a fully intelligent era, we leverage our solid foundation in edge computing to drive innovation across diverse fields, including smart devices, smart vehicles, and smart homes. Today, AI is integrating into daily life at an unprecedented speed, shaping more convenient, efficient, and innovative ways of living and working.

Our Dimensity series continues to drive industry transformation with top-tier technology. From highly creative generative AI applications to proactive Agentic AI, we are equipping devices with powerful capabilities to deliver truly intuitive user experiences. Representing the pinnacle of our AI innovation in 2025, the Dimensity 9500 demonstrates our belief that continued investment in technology, products, and ecosystems will inject strong momentum into the flagship market.

Furthermore, our Dimensity Auto Cockpit Platform C-X1 and Dimensity Auto Connect MT2739 showcase the future of intelligent driving. By enabling generative AI-enhanced cockpits and Agentic AI applications, these innovations seamlessly integrate state-of-the-art AI and multimedia technologies into next-generation vehicles, delivering a comprehensive industry solution.

Topic 01 MediaTek Dimensity 9500 Flagship 5G Agentic AI Platform: Super Powerful. Incredibly Cool.

MediaTek launched the MediaTek Dimensity 9500, a third-generation 3nm mobile platform integrating All Big Core CPUs, powerful GPUs, NPU 990, and many advanced features. Setting new standards in on-device AI, console-class gaming, and power efficiency, the MediaTek Dimensity 9500 is engineered to super-charge the next wave of flagship 5G smartphones.



01 3rd Generation All Big Core CPU

The MediaTek Dimensity 9500 features a third-generation All Big Core CPU design, combining a 4.21GHz C1-Ultra core, three C1-Premium cores, and four C1-Pro cores. This design delivers up to 32% higher single-core and 17% higher multi-core performance compared to the previous generation. The platform's new cache and memory architecture, including the industry's first support for 4-channel UFS4.1, doubles read/write speeds and accelerates large AI model loading by 40%. The second-generation Dimensity Scheduling Engine translates this raw power into smoother responsiveness and sustained efficiency, even under heavy workloads. Leveraging the advanced TSMC 3nm process, the platform reduces multi-core power consumption by 37% at peak performance.

02 Console-Grade Gaming Experiences

Integrating the Arm G1-Ultra GPU, the MediaTek Dimensity 9500 provides up to 33% higher peak performance and 42% improved power efficiency, and introduces higher frame rate interpolation up to 120FPS raytracing, so gamers can enjoy console-level quality gaming. Leveraging technologies such as the GPU Dynamic Cache architecture, a dedicated Raytracing Pipeline, and the MediaTek Frame Rate Converter 3.0, the Dimensity 9500 ensures consistently smooth and stable visuals for mobile games. MediaTek's collaboration with leading studios, along with support for MegaLights in Unreal Engine 5.6 and Nanite in Unreal Engine 5.5, enable AAA-level real-time rendering and immersive lighting effects.

03 The Industry's Most Powerful AI Computing for Smartphones

The MediaTek Dimensity 9500 platform turns the vision of intelligent agent-based user experiences into reality, with proactive, personalized, collaborative, evolving, and secure features. Integrating the ninth-generation MediaTek NPU 990 with Generative AI Engine 2.0 doubles compute power and introduces BitNet 1.58-bit large model processing, reducing power consumption at peak performance by 56%. The Dimensity 9500 is the first to support an integrated compute-in-memory architecture for its newly-added Super Efficient NPU, significantly reducing power consumption and enabling AI models to run continuously. This advancement further enhances end-user experiences with more sophisticated proactive AI.

04 Immensely powerful professional imaging system

With the MediaTek Imagiq 1190, the MediaTek Dimensity 9500 supports RAW-domain pre-processing, up to 200MP capture, 30fps continuous focus tracking, and a new portrait engine. It also enables cinematic 4K 60fps portrait video and image-stabilized 4K 120fps video recording, empowering creators during extended shooting sessions. Furthermore, it offers the latest MiraVision Adaptive Display technology, which dynamically adjusts contrast and color saturation based on ambient lighting, panel characteristics, and real-time content analysis. This ensures a clear viewing experience both outdoors in high-brightness scenarios - without overheating during prolonged use - and indoors in extremely dark environments, providing eye protection while maintaining clarity.

05 All-Around Smart Connectivity and User Experience

The platform's connectivity suite includes Bluetooth call enhancement, Wi-Fi fast transfer, and multi-network intelligence for seamless calls and data. AI-powered communication technologies deliver up to 10% lower power in 5G and 20% lower power in Wi-Fi scenarios. AI positioning and network selection technologies offer 50% lower network latency thanks to AI congestion prediction.

Topic 02 MediaTek Dimensity Auto Platforms to Empower Smart Vehicle Technology Innovation

Intelligent cockpits are a key area of investment for car manufacturers, enabling differentiated designs in the era of software-defined vehicles. MediaTek's new flagship Dimensity Auto Cockpit platforms empowers automakers to elevate the user experience through a scalable hardware and software architecture, which will help accelerate the adoption of Agentic AI in vehicles.

01 High-Performance Smart Cockpit Computing Platform

The Dimensity Auto Cockpit Platform C-X1 SoC utilizes the most advanced 3nm manufacturing process available and is built on the latest Arm v9.2-A processor architecture. It integrates the NVIDIA Blackwell GPU and a deep learning accelerator, leveraging the advantages of an end-to-end AI ecosystem to accelerate the in-vehicle operation of multimodal large language models (LLMs). This enables low-latency, on-device features such as voice assistants, journey planning, automatic generation of travel vlogs, driver alertness monitoring, etc. These capabilities meet the complex demands of next-generation smart cockpits, including multi-screen display interactions and AI-driven heterogeneous computing.

02 AI-Driven Immersive Entertainment and Interactive Experience

The Dimensity Auto Cockpit Platform C-X1 includes NVIDIA RTX GPU ray-tracing technology, delivering realistic lighting and visual effects for game rendering and providing a seamless AAA gaming experience. Leveraging high-performance graphics processing capabilities, the platform supports smooth, immersive in-vehicle gaming, allowing passengers to enjoy console-quality entertainment inside the cabin and further enhancing the interactivity of the smart cockpit.

03 Centralized Computing Architecture Driving Software-Defined Vehicles

Additionally, the C-X1 supports hardware virtualization and multi-operating system virtual machines, meeting cockpit safety standards and diverse development requirements. When paired with an advanced safety and AI processor like NVIDIA DRIVE AGX Thor, the C-X1 forms a complete centralized computing solution capable of hosting all vehicle domains. Flexible resource sharing and application hosting is possible since both DRIVE AGX Thor and Dimensity Auto Cockpit Platform C-X1 run NVIDIA DriveOS.

04 Intelligent, Secure, and High-Performance Telematics

The new MediaTek Dimensity Auto Connect MT2739 is the first to support 5G-Advanced communication technology, with 3GPP Release-17 and Release-18 global standard protocols, as well as integrating NB-NTN and next-generation NR-NTN satellite communication technologies. This chipset provides greater throughput, lower power consumption, and better coverage (cell edge) than previous generations. The latest Dimensity Auto Connect chipset, the MT2739 integrates MediaTek in-modem AI (MMAI), which can intelligently recognize network connectivity environments, and automatically self-optimize to achieve the most reliable and performant connection. Additionally, the SoC meets AEC-Q100 Grade2 automotive standards, achieves server-level network security standards, and provides innovative software development tools to help automotive manufacturers achieve seamless cross-platform development and system integration.

05 Driving the Future of AI-Defined Mobility

As on-device AI and large language models evolve, the demand for personalized, intelligent vehicles is accelerating. To lead this transformation, MediaTek seamlessly combines AI, advanced communications, and high-performance computing. Alongside our global automotive partners, we are driving the real-world deployment of generative AI cockpits to deliver a safer, more efficient, and fully connected mobility experience.



Green Innovation in IC Design

At MediaTek, chip design is the core of our technology. Because our chips power a vast and diverse range of applications, we are committed to embedding environmental sustainability directly into the design phase. By refining system architectures, optimizing algorithms, and accelerating the adoption of advanced manufacturing processes, we actively reduce energy consumption during product usage and minimize physical volume for the disposal stage. These green innovations are our direct response to climate change, significantly lowering the environmental footprint of our technology. The results speak for themselves: in 2025, our main products achieved a 13% reduction in energy consumption and a 4% reduction in physical volume compared to 2024.



Chapter 3

Talent

Advancing Employee Experience, Strengthening Employee Engagement and Commitment, Promoting Sustainable Talent Development, and Supporting Long-term Corporate Growth

- 3.1 Diversity, Equity and Inclusion
- 3.2 Talent Attraction and Retention
- 3.3 Talent Development
- 3.4 Employee Engagement and Two-Way Communication
- 3.5 A Healthy, Safe and Supportive Workplace

ESG Highlights

83% Employee Participation in the Global Employee Survey

Nearly 16,000 employees (83% of the workforce) participated in the biennial Global Employee Survey. More than 10,000 employees provided written comments, representing a 19% increase compared with 2023. Employee engagement continued to outperform industry benchmarks and remained at 76%. In addition, 84% of employees expressed pride in the Company's efforts to create a positive impact on the world.

Over 77% of Taiwan Employees Participated in the Employee Stock Ownership Trust (ESOT) Program

MediaTek continues to enhance employee wellbeing through its Employee Stock Ownership Trust (ESOT) Program, enabling employees to become shareholders and share in the Company's long-term success through stock ownership.

As of the end of 2025, more than 77% of eligible employees had participated in the program. The Company's cumulative contribution reached approximately NT\$1.205 billion, demonstrating strong mutual commitment between employees and the Company and supporting shared growth.

Continuing to Enhance Family-Friendly Initiatives

MediaTek operates the largest company-sponsored preschool in Hsinchu Science Park and provides maternity leave benefits that exceed statutory requirements, along with enhanced childbirth subsidies. These benefits extend beyond biological children to include adoptive families.

Beginning in 2025, the Company introduced more flexible working hours, enabling employees to better balance work and personal responsibilities according to their individual and family needs.

Enhancing Employee Experience and Building Sustainable Talent Strength

Talent is the key driving force behind MediaTek's continued success. We regard our people as our most valuable asset and place talent at the core of our sustainability strategy. We are committed to fostering a diverse, equitable, and inclusive workplace and cultivating an ecosystem that enables every employee to realize their full potential and continuously innovate. Through thoughtfully designed employee experiences, we strive to develop employees' professional expertise and leadership capabilities, building a sustainable talent pipeline that grows alongside MediaTek and helps shape the future together.



ESG

Recognized as a Leading Employer Locally and Globally

MediaTek's commitment to talent development and employee experience continued to receive broad recognition in 2025.

<p>★★★★</p> <p>Named one of Forbes World's Best Employers for two consecutive years (2024–2025)</p> 	<p>★★★★</p> <p>Named one of Newsweek's World's Most Trustworthy Companies for two consecutive years (2024–2025)</p> 	<p>★★★★</p> <p>Recipient of the Commonwealth Talent Sustainability Award for three consecutive years (2023–2025)</p> 	<p>★★★★</p> <p>Continued recipient of the TCSA Talent Development Leadership Award</p> 
<p>★★★★</p> <p>Recipient of the 2025 Parenting Magazine Family-Friendly Workplace Award</p> 	<p>★★★★</p> <p>Recognized among the Top Employers in Singapore (Singapore Opportunity Index 2025)</p> 	<p>★★★★</p> <p>Recipient of the ATD Excellence in Practice Award</p> 	

3.1 Diversity, Equity and Inclusion

MediaTek values innovation and global operations and regards a globally distributed workforce as a key driver of technology development. As of the end of 2025, the Company employed 19,785 people across 35 locations worldwide, with employees outside Taiwan accounting for approximately 35.2% of the total workforce.

Through collaboration among diverse talents, MediaTek seeks to unlock potential, inspire innovation, and strengthen its industry competitiveness. We are committed to creating an inclusive workplace where every employee feels respected and valued, thereby enhancing employee satisfaction and a sense of belonging.

3.1.1 Human Rights Management

SDG 5.2 | SDG 8.5 | SDG 8.7 | SDG 8.8 | SDG 10.3

Human Rights Policy

MediaTek respects human rights and is committed to providing a workplace built on dignity and respect. The Company complies with applicable laws and regulations in all jurisdictions where it operates and supports internationally recognized human rights standards and principles, including United Nations Guiding

Principles on Business and Human Rights (UNGPs), International Bill of Human Rights, Universal Declaration of Human Rights, United Nations Global Compact, OECD Due Diligence Guidance for Responsible Business Conduct, Responsible Business Alliance (RBA) Code of Conduct. In alignment with evolving international human rights standards and related regulations, MediaTek has established its [Human Rights Policy](#). Oversight responsibility for the policy resides with the Corporate ESG Committee. The policy applies to MediaTek, its domestic and overseas subsidiaries, and other affiliated entities under its substantial control, demonstrating the Company's commitment to human rights protection.

Human Rights Due Diligence Process

MediaTek has established a human rights due diligence process based on the Responsible Business Alliance Code of Conduct and key risk considerations across the semiconductor value chain. A human rights risk inventory has been developed as the basis for human rights risk assessments.

The Company regularly assesses potential human rights risks across its operations and value chain. Based on the assessment results, MediaTek develops mitigation and remediation measures and periodically monitors implementation progress.

Details of human rights grievance channels are provided in [Section 3.4.1 Open and Transparent Communication](#).



Human Rights Risk Assessment

The scope of the human rights due diligence assessment covered Taiwan headquarters employees, dispatched and outsourced personnel, and Taiwan headquarters suppliers, including wafer suppliers, outsourced assembly and testing service providers, Software IP/EDA suppliers, memory suppliers, and general procurement suppliers.

The assessment covered the following topics: healthy and safe working environment, discrimination and inequality, unequal pay for equal work, workplace harassment and sexual harassment, forced labor, wages and benefits, working hours and work-life balance, employment conditions, freedom of association and collective bargaining, human trafficking, privacy rights, and child labor and young workers.

MediaTek conducted the assessment through employee surveys, departmental interviews, country- and industry-specific inherent risk analyses, and comparisons with actual cases received through grievance mechanisms in recent years. These inputs were used to comprehensively evaluate human rights risks throughout the Company’s operations.

For the results of human rights risk assessments of Taiwan headquarters suppliers, please refer to Section 5.1.2 Supplier Human Rights Management.

Salient Human Rights Issues

Salient Human Rights Issues	Impacted Sector	
	Taiwan Headquarters Employees	Dispatched and Outsourced Personnel
Working Hours and Work-Life Balance		
Workplace Harassment and Sexual Harassment		
Healthy and Safe Working Environment		
Supplier Employment Conditions		

Mitigation Measures

Taiwan Headquarters Employees

Salient Human Rights Issues	Mitigation Measures
Working Hours and Work-Life Balance	<p>MediaTek continues to elevate working hour and workload management from administrative management to health risk management in order to prevent excessive working hours and fatigue-related risks, while enhancing employees’ flexibility in managing their time and reducing commuting-related risks. Measures include, but are not limited to, the following:</p> <p>Policies and Measures</p> <ul style="list-style-type: none">Flexible working hours to promote work-life integration: Employees are provided with flexibility to arrange their reporting time within a designated range, increasing time flexibility and reducing commuting pressure.Transparency of attendance information to strengthen self-management and early reminders: The In/Out Record system allows employees and managers to access attendance information, supporting self-monitoring of working patterns and helping managers allocate resources and adjust workloads based on mutual trust. <p>Early-warning Mechanism</p> <ul style="list-style-type: none">Early identification of potential high-workload risks through a health-risk-oriented care mechanism.In accordance with the Guidelines for the Prevention of Diseases Triggered by Abnormal Workloads, employees who may be exposed to excessive workload risks are identified through attendance information and health risk indicators so that early intervention can be provided to prevent overwork and psychological stress.

Salient Human Rights Issues	Mitigation Measures
Workplace Harassment and Sexual Harassment	<p>Policies and Measures</p> <ul style="list-style-type: none">Established the Measures for Prevention, Complaint Handling and Disciplinary Action of Sexual Harassment.Established the Inappropriate Conduct Management Regulations, supported by designated personnel responsible for systematic management.Risk identification and control mechanisms: Regularly conducts hazard identification and risk assessments for the prevention of workplace violence, systematically identifying potential physical, verbal, psychological, and sexual harassment risks and implementing tiered control measures.Transparent and secure reporting channels: A dedicated sexual harassment hotline (extension 21999), email box, and employee grievance box have been established. Cases are reported directly to the highest-ranking Human Resources executive and Senior Vice President to ensure independence of the reporting mechanism and management oversight.Promotes an inclusive workplace based on the DEI 4A Framework. <p>Training and Education</p> <ul style="list-style-type: none">Provides Sexual Harassment Prevention Training, Unconscious Bias Training, and Workplace Violence Prevention Training. In 2025, the completion rates for Sexual Harassment Prevention Training and Workplace Violence Prevention Training reached 100% among both current employees and new hires. The completion rate for Unconscious Bias Training exceeded 90% among people managers. Customized in-person workshops were also conducted for different employee groups, including managers and individual contributors. Training topics covered the identification of hostile work environments, quid pro quo harassment, and stalking behaviors, while strengthening conflict communication skills and awareness of unconscious bias to further enhance organizational inclusion.
Healthy and Safe Working Environment	<p>MediaTek has implemented and obtained certification for the ISO 45001 Occupational Health and Safety Management System, applying a systematic governance framework that emphasizes prevention and continuous improvement to ensure employees can perform their work in a healthy, safe, and supportive environment.</p> <p>Physical Health and Workplace Safety (For 2025 results, please refer to Section 3.5.1 Occupational Health and Safety Management.)</p> <ul style="list-style-type: none">Conducts regular workplace health and safety risk identification, hazard identification, and risk assessments, with enhanced controls for critical operations and scenarios with elevated risks.Carries out on-site inspections and safety audits at all workplaces according to established plans.Implements employee health programs and ergonomic workplace improvements to reduce musculoskeletal risks associated with repetitive movements, poor posture, and prolonged sitting.Conducts regular evacuation drills for all employees, including fire-fighting simulations and first-aid response scenarios.Collaborates with local fire authorities to conduct emergency response exercises, strengthening cross-functional coordination, emergency response procedures, and resource deployment capabilities. Results are incorporated into subsequent improvement plans to continuously enhance emergency preparedness and recovery capabilities.Provides professional first-aid training to strengthen safety awareness and emergency response capabilities. <p>Health Promotion and Medical Care (For 2025 results, please refer to Section 3.5.2 Holistic Healthy Workplace.)</p> <p>Policies and Measures</p> <ul style="list-style-type: none">Conducts regular employee health examinations and provides individual medical consultations and health assessments for high-risk employees.Provides on-site physician services.Organizes regular self-paid vaccination programs.Hosts various sports events and provides indoor fitness facilities to encourage regular exercise habits. <p>Training and Education</p> <ul style="list-style-type: none">Distributes bi-monthly newsletters and organizes holistic wellbeing seminars to promote health awareness. <p>Mental Health and Stress Prevention</p> <p>Policies and Measures</p> <ul style="list-style-type: none">Operates mental health prevention programs with support from professional psychologists and Human Resources.Provides an Employee Assistance Program (EAP), offering employees at least three complimentary counseling sessions.The Health Center team continuously monitors the physical and mental wellbeing of female employees during the first year after childbirth and provides support and resource referrals as needed.

Remediation Measures

Taiwan Headquarters Employees

Salient Human Rights Issues	Remediation Measures
Working Hours and Work-Life Balance	<ul style="list-style-type: none"> ▶ Assessment of abnormal workload and physician intervention: When employees exhibit health risk indicators that may be associated with abnormal workloads (e.g., excessive working hours, accumulated fatigue, physical or psychological symptoms, or abnormal health examination results), recommendations for work adjustments are developed based on the employee's health condition, level of fatigue, actual working hours, work pattern, and individual circumstances. ▶ Individualized work adjustment recommendations to ensure workloads remain manageable and sustainable: Depending on the physician's assessment, recommendations may include limiting working hours or overtime frequency, adjusting certain work arrangements (such as frequent business travel, shift work, high-intensity or high-pressure assignments), or modifying job responsibilities. ▶ Ongoing monitoring and recovery support: Follow-up monitoring is conducted for assessed cases. Health management consultations, health education, or resource referrals are provided when necessary, and reassessments may be conducted as appropriate.
Workplace Harassment and Sexual Harassment	<p>In the event of suspected inappropriate conduct, MediaTek immediately activates its response mechanism:</p> <ul style="list-style-type: none"> ▶ Confidential investigations and whistleblower protection: Dedicated investigation procedures are initiated immediately upon receipt of a complaint. All cases are handled confidentially, and reporters and related parties are protected from retaliation. Details regarding the number of cases received in 2025 and case-handling procedures are provided in Section 3.4.1 Open and Transparent Communication. ▶ Psychological support and care: Employees are provided with access to the Employee Assistance Program (EAP) and counseling services, and ongoing attention is given to the individual's work and wellbeing. ▶ Disciplinary actions: Based on investigation results, the investigation committee may impose disciplinary actions, including warnings, demerits, or termination of employment, depending on the severity of the violation. ▶ Systematic review: Conducts root-cause analyses and improves existing processes to prevent recurrence of similar incidents.
Healthy and Safe Working Environment	<p>MediaTek has established a remediation framework covering incident reporting and response, incident investigation and corrective and preventive actions, medical care and return-to-work support, psychological support and grievance mechanisms, as well as risk reassessment and system improvement. The framework aims to minimize the escalation of harm and secondary risks while continuously improving overall management effectiveness.</p> <ul style="list-style-type: none"> ▶ Reporting and response, incident investigation and corrective and preventive actions, medical care, and return-to-work support: For detailed measures, please refer to Section 3.5.1 Occupational Health and Safety Management. "Establishing Reporting, Response and Improvement Measures to Enhance Occupational Health and Safety Management Effectiveness." ▶ Immediate mental health assistance and support for specific employee groups: Employees experiencing psychological stress, emotional distress, or workplace violence may apply for psychological counseling through the Employee Assistance Program (EAP) and receive support from professional psychologists. More intensive counseling, work adjustments, or resource referrals may also be provided depending on individual circumstances. For EAP utilization in 2025, please refer to Section 3.5.2 Holistic Healthy Workplace. ▶ Grievance handling, review, and system optimization: A cross-functional case-handling mechanism is adopted to ensure that cases are appropriately responded to, investigated, and addressed. Lessons learned from individual cases and incidents are incorporated into policy revisions, training programs, and workplace management practices to continuously enhance the effectiveness of workplace health and safety governance.

3.1.2 Diverse, Equitable and Inclusive Workplace

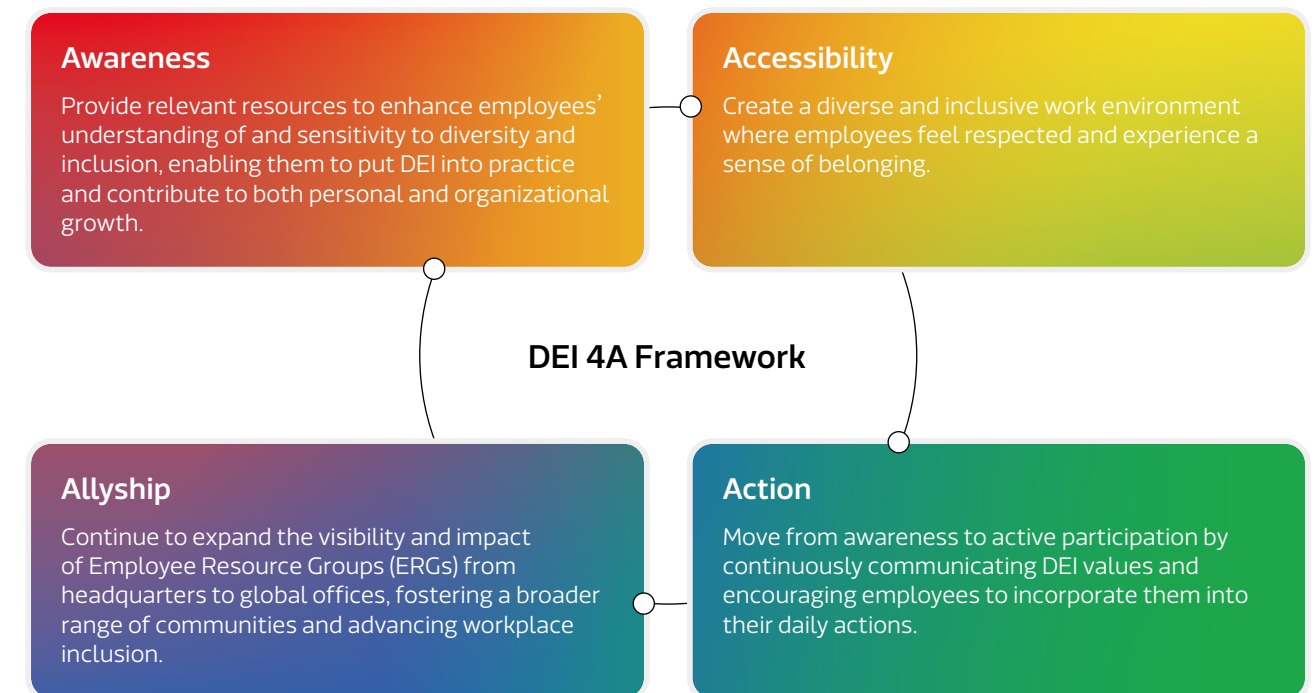
SDG 10.2

Deepening a Diverse, Equitable and Inclusive Workplace

From Raising Awareness to Driving Action: MediaTek's DEI 4A Framework

MediaTek firmly believes in the values of diversity, equity, and inclusion and regards employees as our most valuable asset. We believe that fostering an inclusive workplace enhances creativity and innovation, improves problem-solving capabilities, and strengthens employee engagement and loyalty.

Guided by our DEI 4A Framework (Awareness, Accessibility, Action, and Allyship), we actively promote an inclusive workplace:



MediaTek is committed to embedding diversity, equity, and inclusion into its workplace culture and has established a comprehensive [MediaTek Declaration of Diversity, Inclusion and Workplace Equality](#). We will continue to strengthen managers' and employees' understanding and implementation of DEI practices to support the achievement of the Company's sustainability goals.

From Inclusion to Belonging: Breaking Unconscious Bias in the Workplace

Since 2023, MediaTek has fully implemented Unconscious Bias Training. To date, 10,938 employees worldwide have completed the program, with a completion rate of 90% among people managers.

In 2025, MediaTek launched the "Unconscious Bias Challenge," helping employees better understand and identify unconscious biases encountered in everyday life. A total of 11,026 participations were recorded.

During the same year, the Company introduced the "Leading Global Team" program for managers leading multinational teams. Through learning about cultural differences across regions and countries, participants strengthened their leadership capabilities and team collaboration skills. A total of 73 managers participated in the program, helping foster a more inclusive and collaborative atmosphere across global teams.



Advancing Workplace Equality

01 Human Rights Protection SDG 10.4

- MediaTek embraces a diverse and inclusive talent strategy, complies with applicable laws and regulations in all locations where it operates, and supports the principles and values set forth in internationally recognized human rights conventions, including the Universal Declaration of Human Rights. The Company is committed to treating all employees with dignity and respect and to preventing any form of human rights infringement or violation. For details regarding MediaTek's Human Rights Policy and human rights management practices, please refer to Section [3.1.1 Human Rights Management](#).

02 Compensation System SDG 8.5

- MediaTek is committed to creating a workplace that is supportive and equitable for women employees. Starting salaries for new hires are determined based on objective factors, including job requirements, educational background, relevant work experience, market compensation levels, and internal pay alignment for employees in comparable positions. Starting salaries for all positions exceed the statutory minimum wage requirements. The Company ensures that compensation is not affected by gender, race, age, religion, sexual orientation, or marital status. In 2025, the female-to-male salary and total compensation ratio for employees performing the same job remained at 1:1.

03 Women's Employment SDG 10.3

- In 2025, women represented approximately 18.4% of MediaTek's global workforce. Within R&D and technical functions, there were 2,893 female employees, accounting for approximately 16.3% of employees in R&D and technical roles. This is in line with the global median range of 15–19% for female technical talent in semiconductor companies, as reported by industry benchmarks, demonstrating MediaTek's commitment to attracting and retaining diverse talent, fostering a women-friendly workplace, and supporting the development of female professionals.

Note: Reference source: Women in the Semiconductor Industry 2024 Survey Report published by the Global Semiconductor Alliance (GSA).

04 Promoting an Equal Workplace and Preventing Workplace Misconduct SDG 5.2

- MediaTek continues to promote and practice a friendly and inclusive workplace environment. In Taiwan, in accordance with occupational safety and health regulations, all employees are required to complete workplace violence prevention training, which is also a mandatory component of onboarding programs for new hires. In 2025, the completion rate reached 100% for both new employees and existing employees. In addition, MediaTek has established the Measures for Prevention, Complaint Handling and Disciplinary Action of Sexual Harassment in accordance with relevant regulations, including the Gender Equality in Employment Act, Standards for Establishing Measures for Prevention, Complaint Handling and Disciplinary Action of Sexual Harassment in the Workplace, Sexual Harassment Prevention Act, Sexual Harassment Prevention Regulations, and Stalking and Harassment Prevention Act. The Company has also established a Sexual Harassment Incident Review Committee, a dedicated sexual harassment hotline, and a complaint mailbox to address related matters. For more information, please refer to Section [3.4.1 Open and Transparent Communication](#).

Encouraging Community Connections and Strengthening Employee Belonging

Innovation is one of MediaTek's core values, and the key to innovation lies in embracing diverse talent and cultivating an inclusive and psychologically safe workplace where employees can fully realize their potential and achieve self-fulfillment.

Through Employee Resource Groups (ERGs), MediaTek creates supportive communities that encourage dialogue among diverse employee groups and strengthen employees' sense of belonging.

I-Connect Intergenerational Employee Community

The I-Connect (Intergeneration Connect) Employee Community was established to provide a platform for communication and learning among employees of different generations.

The creation of I-Connect reflects MediaTek's commitment to generational diversity and serves as an important initiative for promoting positive collaboration and innovation. As the community continues to evolve, MediaTek hopes to further enhance employees' awareness of generational diversity and foster stronger intergenerational connections throughout the organization.

I-Connect@HQ

In 2025, I-Connect continued to promote awareness of generational diversity through the themes of "Exchanging Perspectives" and "Building Connections."

Following highly positive feedback from managers and employees, the community once again launched the "Cross-Generation Detective Adventure" Escape Room Challenge 2.0 in January 2025. More than 300 employees from different generations formed teams applied to participate, achieving a satisfaction score of 4.7 out of 5.

Cross-Generation Detective Adventure 2.0: Reinforcing the Idea that Success Comes Through Collaboration

A key feature of the challenge was that each team was required to include employees from the Baby Boomer, Generation X, Generation Y, and Generation Z generations.

Through extensive discussions and by leveraging the experiences and strengths of different generations, participants worked together to solve customized puzzles and challenges designed by I-Connect.

The program aimed to reinforce the belief that success is achieved through collaboration while encouraging employees to build cross-generational relationships and deepen their understanding of different generations' knowledge and capabilities, supporting MediaTek's continued journey toward diversity and inclusion.

Employee feedback included:

"Each generation understands different things, which helped us solve the puzzles."

"Different generations approach problems differently, which was helpful."

"When you cannot solve a problem, someone from another generation might be able to. We can apply teamwork more effectively to accomplish our work goals."



I-Connect@GCN

In 2025, I-Connect organized two major activities in GCN, including GCN MBTI Learning Forum, and Cross-Generation Detective Adventure – Escape Room Experience

The former helped employees move beyond age-based labels and understand behavioral differences through personality dimensions, thereby improving communication, resolving conflicts, and enhancing team collaboration.

The latter emphasized cross-generational discussion and cooperation, challenging participants' observation and communication skills while helping them unlock the "communication codes" between different generations through game-based experiences.

Together, the two events attracted more than 350 participations, achieving satisfaction scores of 4.6 and 4.9 out of 5, respectively.

Through the I-Connect platform, employees were able to move beyond age and background labels, engage in deeper exchanges through personality and generational perspectives, and enhance team collaboration, communication effectiveness, and organizational cohesion.

Global Family Employee Resource Group – "One Global Family" Community

Guided by the three pillars of Networking, Cultural Engagement, and an Inclusive Workplace, the Global Family Employee Resource Group (ERG) actively supports international employees in their growth and development at MediaTek. The community also serves as a feedback channel between employees and the Company, helping to foster a workplace environment that is welcoming and supportive of global talent at MediaTek headquarters.

- ▶ MediaTek Taiwan headquarters is home to approximately 120 international employees, with employees from Malaysia and India representing the two largest groups.
- ▶ The Global Family ERG encourages and supports international employees in organizing cultural celebrations and cultural experience events, while inviting all employees across the Company to participate and appreciate the diverse cultures represented within MediaTek. In 2025, the ERG organized three cultural events and one Taiwan tax seminar for international employees. The seminar helped international employees better understand local tax regulations and reduce challenges associated with adapting to life in Taiwan. Collectively, these activities attracted nearly 450 participations during the year.
- ▶ International employees also continued to participate in various corporate volunteer activities, putting MediaTek's commitment to social responsibility into practice while strengthening their overall sense of belonging. Through networking events and language exchange activities, Global Family ERG also helps build connections between international and local employees and broaden their social networks.

Celebrating Diwali and International Day Through Games and Global Cuisine

Among MediaTek's international workforce at headquarters, employees from India represent one of the two largest international employee groups. As a result, Diwali, the Festival of Lights, has become one of the Company's signature events for promoting cross-cultural engagement.

In 2025, the Global Family ERG joined employees from various countries to integrate Diwali and International Day into a single celebration for the first time, creating a unique multicultural and inclusive event at MediaTek.

The event centered on interactive games and international culinary experiences. Employees from diverse nationalities gathered together to participate in carefully designed cultural quizzes, friendly competitions, and food-sharing activities while experiencing cultures from India, Malaysia, Europe, the United States, and other regions around the world.

The Diwali x International Day celebration demonstrated MediaTek's commitment to an inclusive workplace that embraces diverse talent. It strengthened connections and mutual understanding among employees from different countries and backgrounds, enabling every employee to find a sense of belonging within the workplace.



Women in Tek —Women's Growth Community

SDG 5.b

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

Women in Tek (WIT) is MediaTek's Employee Resource Group (ERG) for women. Led by employees from diverse organizations and professional backgrounds, WIT is dedicated to creating an inclusive community that supports women's growth, promotes diverse dialogue, and empowers one another.

Embodying the spirit of "Allyship" within MediaTek's DEI 4A Framework, WIT provides ongoing engagement platforms and themed activities that help women employees strengthen self-awareness, broaden career perspectives, and navigate both their professional and personal journeys with confidence.

WIT @ HQ

In 2025, Women in Tek focused on self-discovery, resilience-building, and community connection, organizing a series of diverse and continuous initiatives at headquarters. Through the "525 Love Yourself Week" campaign, WIT combined resilience workshops, the "She Shines" Live Podcast online sharing session, and a "Letter to My Future Self" reflective writing experience. These activities encouraged employees to pause and reflect on their personal wellbeing amidst the fast-paced environment of the technology industry, strengthen psychological resilience, and explore pathways for continued growth.

As part of the campaign, the She Shines Live Podcast featured female engineers from MediaTek sharing their authentic experiences in balancing professional development, family responsibilities, and personal fulfillment, fostering empathy and dialogue across different life stages and roles.

Building on the Women-Mentoring-Women Program launched in 2024, WIT further emphasized community connection and experience sharing in 2025 through networking lunch gatherings. Female mentors, mentees, and former Advisor Buddies were invited to participate.

The events incorporated innovative and highly interactive formats, including personal business card creation and interview-style conversations in which employees served as interviewers for female mentors. These activities promoted understanding and connections across generations and professional roles.

In addition, WIT organized the DIVAs Salon series for first-line and mid-level women managers, creating a platform for peer support and experience sharing. The program helped women leaders strengthen self-awareness, leadership resilience, and long-term career development capabilities while balancing team and organizational responsibilities.



Women's Empowerment Volunteer Initiative Enters Its Third Year

In addition to supporting individual development, WIT continues to extend its impact to broader social initiatives.

In 2025, WIT continued its annual volunteer program under the theme "One Handmade Gift, One Heartfelt Contribution." More than 100 employees from Taiwan headquarters participated in hands-on charity activities in collaboration with nonprofit organizations. Completed handcrafted items were donated for charity fundraising activities, providing tangible support to women-focused nonprofit organizations and transforming employee participation into meaningful social impact.

Through three consecutive years of initiatives, WIT has gradually established a women-focused social impact model centered on employee participation while integrating social responsibility and sustainability values, continuing to expand its positive contribution to society.



WIT @ GCN

Building on the vision of WIT at headquarters and its focus on work-life balance and personal growth and development, the Women in Tek community in GCN placed greater emphasis in 2025 on women's wellbeing, self-identity, and psychological resilience.

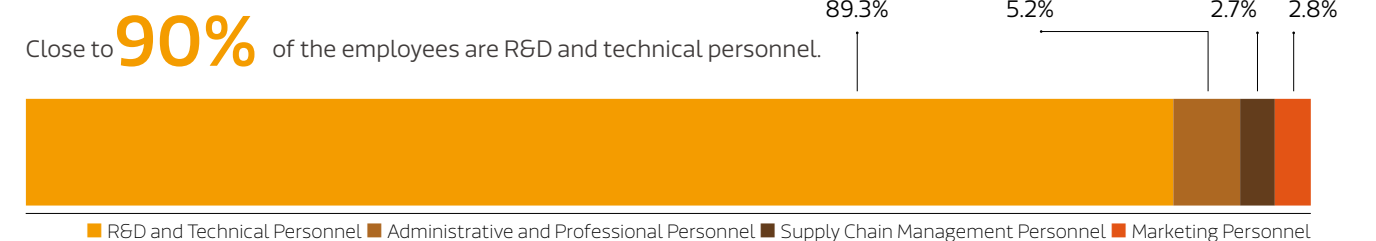
GCN WIT organized a Nonviolent Communication seminar, as well as two offline programs—Manager Face-to-Face and I Am Remarkable—which were held across five locations in Mainland China.

These initiatives strengthened employees' communication skills and self-confidence while providing richer and more diverse learning experiences that fostered both personal growth and meaningful connections.

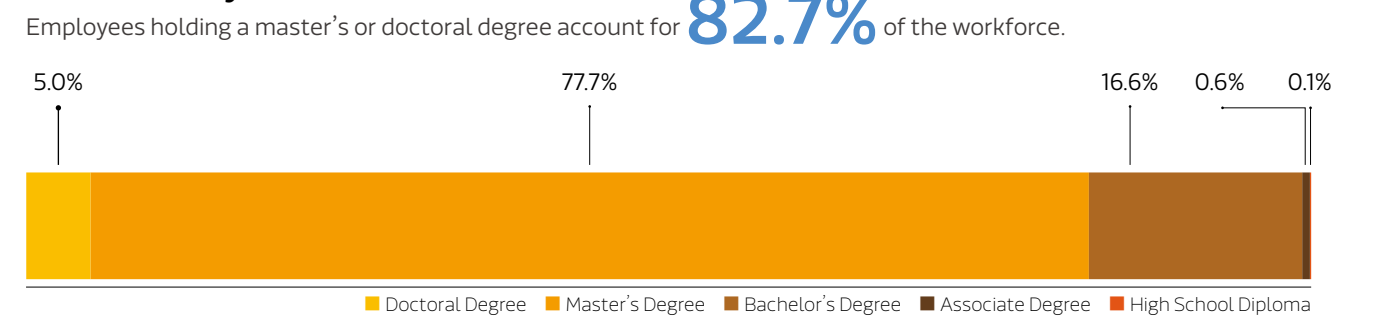
More than 300 women employees actively participated in these programs and provided highly positive feedback, demonstrating the growing influence of WIT and its contribution to fostering a more positive and inclusive corporate culture.

3.1.3 Unlocking the Potential of a Diverse Workforce

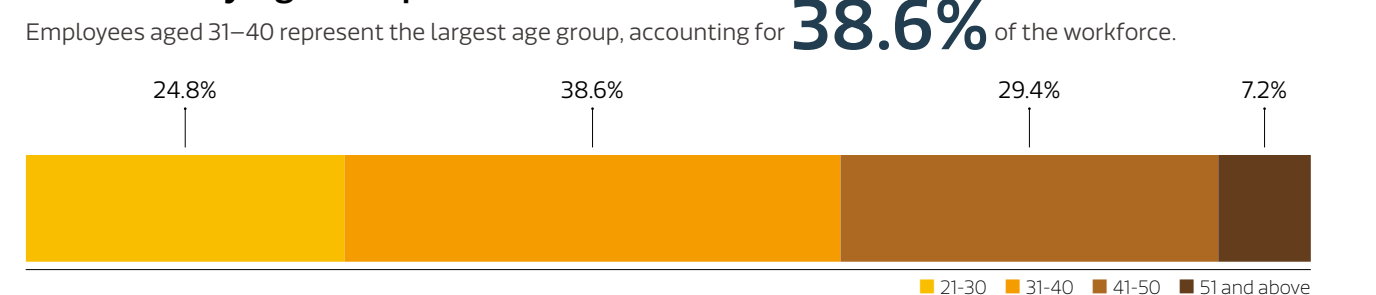
Workforce by Job Function



Workforce by Education Level



Workforce by Age Group



Employment Categories

As of 2025, MediaTek employed a total global workforce of **21,020** people, including employees and dispatched personnel.

Unit: Persons

Staff						
Employment Contract	Employment Type	Gender	Taiwan	Asia Pacific	Europe	Americas
Regular	Full-time	Male	10,537	4,459	322	655
		Female	2,197	1,214	32	112
	Part-time	Male	0	0	7	0
		Female	0	0	1	0
Contractor	Full-time	Male	27	89	8	3
		Female	11	46	4	1
	Part-time	Male	28	0	4	1
		Female	20	2	2	3
Total	19,785		12,820	5,810	380	775

Note 1: Employee headcount was calculated as of December 31, 2025.

Note 2: Individuals employed by MediaTek include both regular and contractor employees, including interns (contractor) and R&D alternative service personnel (regular employees).

Note 3: Employee headcount remained stable during the period from 2023 to 2025, with no significant fluctuations.

To support contract employees who are unable to work full-time schedules (five days per week and eight hours per day), MediaTek classifies contract personnel with specific working-hour requirements as part-time employees. This arrangement allows for greater flexibility in work scheduling and provides compensation on an hourly basis. Through a systematic approach to flexible work arrangements, MediaTek fosters an inclusive workplace, enhances employee satisfaction and organizational resilience, and further strengthens the foundation for sustainable talent development.

Unit: Persons

Non-Employees (Agency Workers)			
Total agency workers in 2025			
1,235			
2023	2024	2025	
1,226	1,252	1,235	

Note: Agency workers are individuals employed by staffing agencies and assigned to work at MediaTek. They primarily perform supporting functions related to engineering and daily operations, including information services, testing, and administrative support. The number of agency workers has remained relatively stable over the past three years. Prior to engaging staffing agencies, MediaTek evaluates their compliance with labor regulations. During the course of cooperation, MediaTek also assesses whether the labor conditions provided to agency workers comply with applicable laws and regulations.

Unit: Persons

Foreign National and Expatriate Employees			
Number of Employees	Percentage of Employees	Number of Employees	Percentage of Employees
937	4.7%	55	0.3%

Note 1: Foreign national employees are employees who are required to obtain a work visa in their country of employment.

Note 2: Expatriate employees are employees whose country of work is different from their country of employment.

Representation Across Management Levels

Unit: Persons

Due to the nature of the technology industry and labor market dynamics, the majority of MediaTek employees are male. The Company continues to recruit outstanding female management and R&D talent.

Employee Category		General employees		First-line Managers		Middle Managers		Senior Managers	
Age Group	Aged 51 and above	829		271		256		65	
		4.19%		1.37%		1.29%		0.33%	
	Aged 41-50	4,168		1,291		303		12	
		21.07%		6.53%		1.53%		0.06%	
	Aged 31-40	7,313		253		4		0	
		36.96%		1.28%		0.02%		0	
	Aged 21-30	5,020		0		0		0	
		25.37%		0		0		0	
Gender		Male	Female	Male	Female	Male	Female	Male	Female
		13,940	3,390	1,617	198	509	54	74	3
									
		80.44%	19.56%	89.09%	10.91%	90.41%	9.59%	96.10%	3.90%

Note: First-line Managers: Department Managers, Middle Managers: Division Directors, Senior Managers: Business Unit General Managers and above

Employment of Women

Women represented **18.4%** of MediaTek's workforce in 2025. Within R&D and technical functions, there were 2,893 female employees, representing approximately 16.3% of employees in R&D and technical roles. This aligns with the global median range of 15%–19% for female technical talent in the semiconductor industry, demonstrating MediaTek's commitment to attracting and retaining diverse talent, fostering a women-friendly workplace, and supporting the development and advancement of female employees.

In 2025, MediaTek employed 86 persons with disabilities, fulfilling statutory employment requirements and safeguarding employment rights for persons with disabilities while providing equitable employment opportunities.

3.2 Talent Attraction and Retention

MediaTek regards talent as the key to its sustainable development. Through diversified recruitment channels and competitive, equitable compensation and benefits programs, we attract top talent from around the world. We are committed to creating an environment that supports work-life balance and provides a wide range of employee-centric benefits, strengthening team cohesion and sustaining the Company's long-term growth momentum.

3.2.1 Recruitment and Retention

MediaTek actively attracts key talent from industry, academia, and research institutions worldwide through diversified recruitment and external engagement channels. We also invest in continuous talent development and establish competency-based career development mechanisms to support long-term talent retention. In 2025, MediaTek hired 1,572 new full-time employees globally, approximately 63% of whom were aged 30 or below. This helped maintain a relatively young workforce structure and continuously inject new energy into product diversification and innovation.

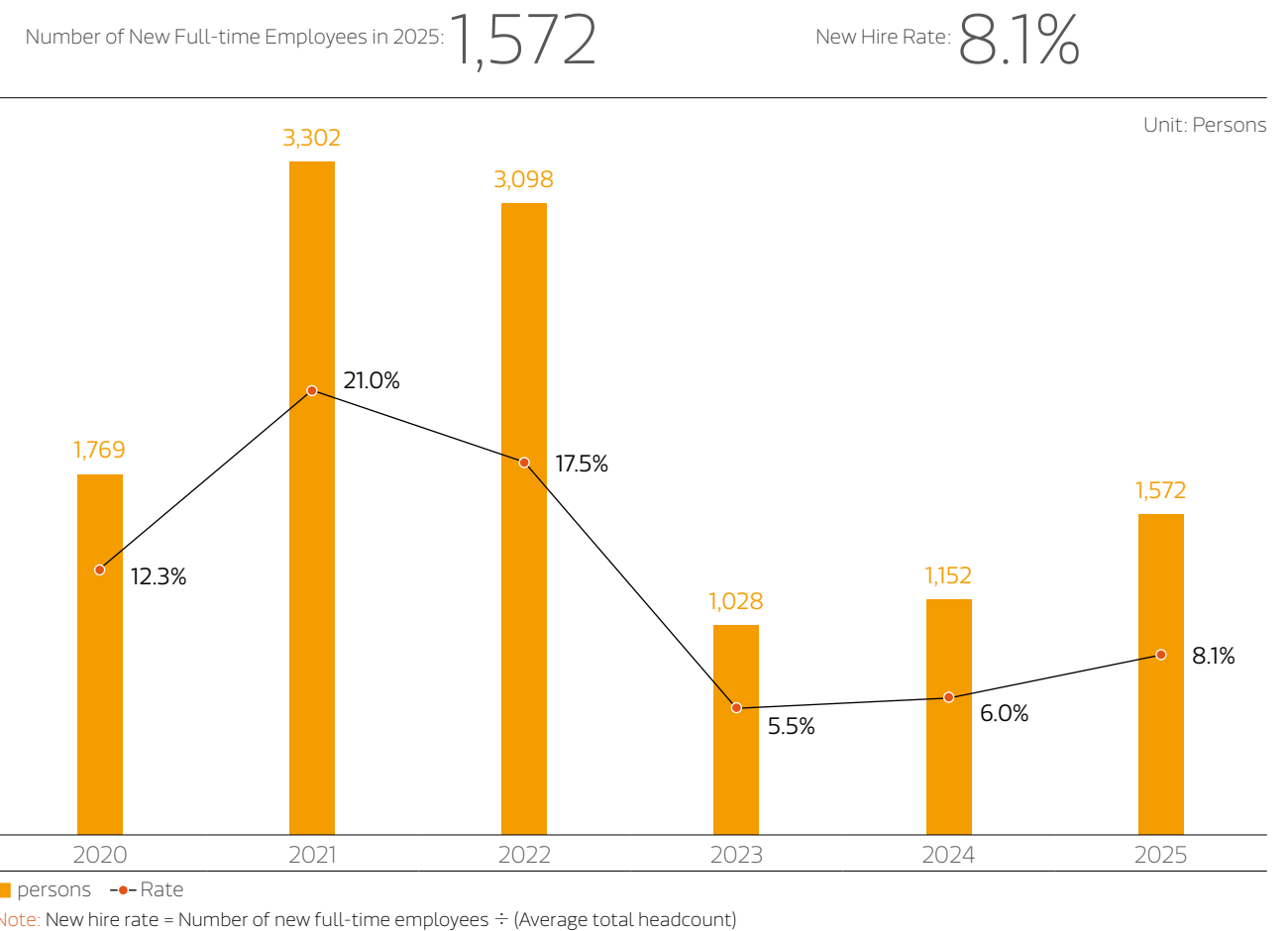
In 2025, MediaTek's global employee turnover rate was approximately 5.8%, while the turnover rate in Taiwan was 5.5%, both significantly lower than the average turnover rates of 12.9% for the global technology and media industry and 13.7% for Taiwan's high-tech services sector.

Over the past three years, the Company's turnover rate has shown a modest upward trend, increasing from 4.4% in 2023 to 5.8% in 2025. This may be attributed to a combination of objective factors, including changes in the industry environment, increased talent mobility, and growing external employment opportunities. MediaTek will continue to monitor these trends and review its talent development and retention initiatives accordingly.

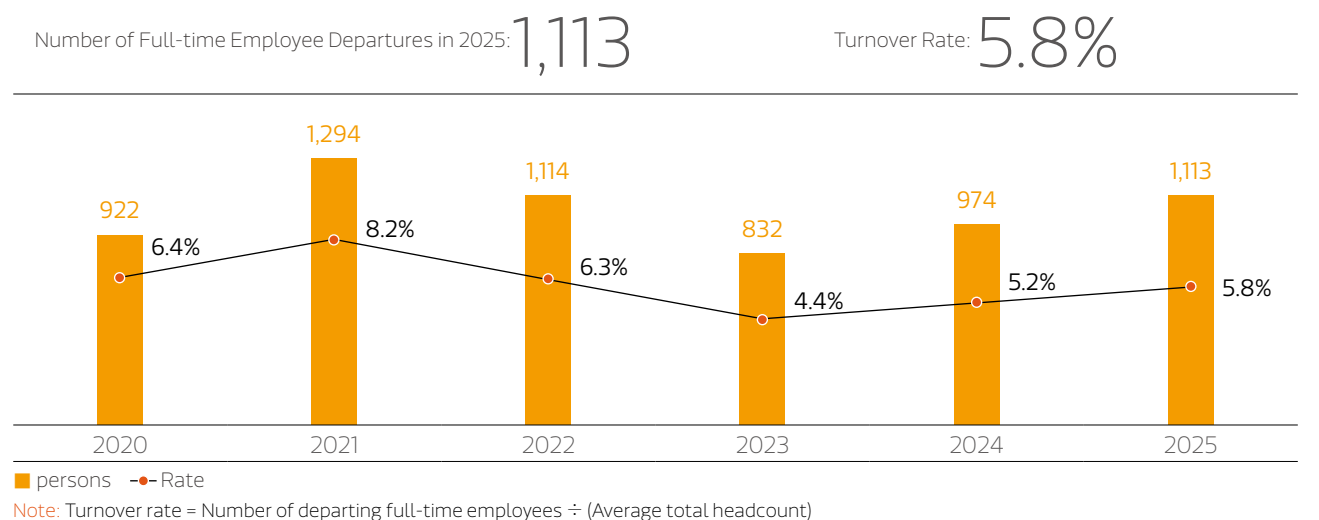
Global New Hires and Employee Turnover in 2025									
		2024 New Hires		2024 Employee Departures		2025 New Hires		2025 Employee Departures	
	Category	Headcount	% of Workforce Category	Headcount	% of Workforce Category	Headcount	% of Workforce Category	Headcount	% of Workforce Category
By Gender	Female	209	6.0%	170	4.9%	296	8.3%	206	5.9%
	Male	943	6.0%	804	5.1%	1,276	8.0%	907	5.7%
By Age Group	51 and above	43	3.8%	46	4.1%	34	2.4%	72	5.7%
	31-50	419	3.3%	604	4.7%	523	3.9%	608	4.7%
	30 and below	690	13.3%	324	6.2%	1,015	21.0%	433	8.6%
By Region	Taiwan	801	6.5%	632	5.1%	1,064	8.4%	689	5.5%
	Asia Pacific	245	4.3%	288	5.1%	377	6.7%	342	6.0%
	North America	94	12.7%	39	5.3%	83	10.8%	61	8.1%
	Europe	12	3.6%	15	4.5%	48	13.3%	21	6.0%
Total		1,152	6.0%	974	5.2%	1,572	8.1%	1,113	5.8%
Average Total Headcount		2024				2025			
		19,014				19,318			

Note: Average total headcount = (number of full-time employees at the beginning of the year + number of full-time employees at the end of the year) ÷ 2 = (19,101 + 19,536) ÷ 2, excluding contract employees.

Global New Hire Rate, 2020–2025



Global Employee Turnover Rate, 2020–2025



Hiring and Onboarding

MediaTek attracts outstanding talent worldwide through competitive compensation and benefits, a diverse learning environment, and meaningful work opportunities. In 2025, the Company planned to recruit 2,000 employees globally and received 27,740 applications, equivalent to nearly 14 times the planned hiring target. The onboarding rate reached approximately 78%, demonstrating the strength of MediaTek's employer brand.

Item	Number
Number of Applications for Full-time Positions in 2025 (A)	27,740
Planned Full-time Hires in 2025 (B)	2,000
New Full-time Employees Onboarded in 2025 (C)	1,572
Full-time Employment Offers Extended in 2025 (D)	2,015

Note: Applicant-to-position ratio (%) = $A \div B \times 100\%$; Onboarding rate (%) = $C \div D \times 100\%$

New Hire Retention and Support System

To help new employees adapt quickly to both their work and living environments, MediaTek has established a buddy program under which experienced employees support new hires during their onboarding journey.

The Company has also implemented an integrated employee experience management system that regularly distributes surveys during employees' first 180 days of employment. These surveys provide a more comprehensive understanding of employee experiences and interactions throughout different stages of the employee lifecycle, supporting greater employee engagement.

In 2025, the response rate to new hire feedback surveys at Taiwan headquarters reached 70%.

Retention Rates for New Recruits Worldwide

Item	2023	2024	2025
Two-year New Hire Retention Rate	98%	98%	97%
Three-year New Hire Retention Rate	94%	97%	97%

Note 1: Two-year new hire retention rate refers to the percentage of employees hired in 2023 who remained employed.

Note 2: Three-year new hire retention rate refers to the percentage of employees hired in 2022 who remained employed.

New Hire Summit Camp – Creating an Enhanced Onboarding Experience

To help new employees integrate into MediaTek's culture and build a sense of belonging as early as possible, the Company comprehensively upgraded its onboarding program beginning in 2024.

Inspired by the concept of "Climbing the MediaTek Mountain Range," MediaTek digitized onboarding guidance materials and company information and distributed them together with employment offer notifications in the form of a pre-arrival handbook.

Through this approach, new employees can access the information they need before their official start date while gaining an early appreciation of MediaTek's culture of innovation.

In addition to introducing organizational policies and employee benefits, onboarding programs place a strong emphasis on experiencing MediaTek's culture and building interpersonal connections. Through team-based activities such as escape room challenges and company-wide treasure hunts, new employees learn about MediaTek's core values while developing relationships with colleagues from different functions and departments.

3.2.2 Diverse Recruitment Channels

MediaTek continues to expand its talent acquisition approaches and develops workforce plans aligned with annual business strategies. The Company's career portal provides a user-friendly and intuitive interface that enhances application efficiency and convenience for job seekers. In addition, MediaTek attracts talent through online job platforms, participation in large-scale recruitment events, and employee referral programs.

New MediaTek Careers Website Showcases Diverse Career Development Opportunities

To attract and recruit outstanding and diverse talent, MediaTek continued to enhance the [MediaTek Careers](#) website in 2025. With a more intuitive user interface, job seekers can easily navigate and explore career opportunities.

The stories featured on the website are based on employees' personal experiences, authentically showcasing their growth journeys and sense of achievement at MediaTek. The site also highlights the Company's commitment to multicultural initiatives, equal opportunity policies, and inclusion practices.

Through an interactive and user-friendly website design and rich employee stories, MediaTek aims to attract talented professionals from around the world to join the Company and work together to create a better future through technology.

MediaTek Careers



Leveraging Social Media Platforms to Communicate Corporate Culture

MediaTek actively manages multiple social media platforms, including LinkedIn, Facebook, and Instagram, to showcase its innovative and dynamic corporate culture to talent worldwide.

The number of followers and engagement rates of MediaTek Taiwan Headquarters' Instagram account, MediaTek_Career, have continued to grow steadily since its launch. In 2025, the number of followers increased by 10%.

Through diverse content and interactive campaigns, MediaTek actively engages with prospective candidates and successfully attracts younger generations of talent.



Expanding Internship Programs

Internship Program: “Tomorrow Built by You”

MediaTek is committed to strengthening its employer brand and attracting top talent by offering valuable internship opportunities to students from universities around the world.

Through both online and offline activities, the Company transcends geographical and time zone boundaries, enabling interns to gain deeper insights into MediaTek’s technological leadership and employee-friendly workplace culture.

Our goal is to create a vibrant and innovative working environment where interns can fully realize their potential.

In 2025, a total of 225 interns received pre-employment offers, allowing them to join MediaTek as full-time employees upon graduation the following year.

Internship Speaker Series

In July 2025, MediaTek hosted three speaker sessions featuring senior AI leaders and senior executives who shared their perspectives on the Company’s AI technology development, as well as their personal career experiences and reflections from entering the workforce.

The sessions not only expanded interns’ professional knowledge but also helped them prepare for future career challenges.

Feedback from participants was highly positive, with an overall satisfaction score of 4.5 out of 5.

Girls Tech! Campus Series: Inspiring Future Women in Technology

Integrated with university career fairs, Girls Tech! was held at National Taiwan University, National Tsing Hua University, National Yang Ming Chiao Tung University, and other campuses.

Each session was designed for approximately 30 participants, creating a highly interactive and supportive environment where students could engage in meaningful conversations with three female MediaTek engineers from different professional backgrounds.

The program focused on four key highlights:

Highlight 1 | Diverse Perspectives on Technology Careers

Each session featured three female engineers from different functions and technical disciplines. By sharing diverse career paths and experiences at different stages of professional development, participants gained a broader understanding of career possibilities in technology and reduced uncertainty about entering the industry.

Highlight 2 | Promoting Global Intern Collaboration and Exchange

Topics included motivations for entering the technology industry, strategies for overcoming career challenges, the strengths and contributions of women in the workplace, and approaches to balancing personal growth and professional development.

Through real-life examples, participants learned practical lessons on decision-making, overcoming setbacks, and building professional capabilities.

Highlight 3 | Strengthening Corporate Social Responsibility

Group discussions and Q&A sessions enabled students to seek advice on academic choices, career planning, internship preparation, skill development, job searching, and adapting to workplace culture.

These interactions provided personalized guidance while also fostering peer connections and support networks.

Highlight 4 | Creating a Supportive and Engaging Dialogue Environment

Small-group formats and guided discussions created a safe, inclusive, and supportive space that encouraged participants to express ideas and ask questions, helping build confidence and motivation to pursue careers in technology.



Tree Planting Challenge

The 2025 Global Intern Program Online Tree Planting Challenge is one of MediaTek’s key initiatives promoting sustainability and environmental stewardship. The event invited summer interns from around the world to participate in an online tree-planting game designed to support the Company’s sustainability goals.

Emphasizing Both Teamwork and Individual Capability

The challenge incorporated both individual and team-based competitions, recognizing personal effort while encouraging collaboration and cultivating talent with both competitive spirit and teamwork capabilities.

1 Supporting ESG Initiatives and Advancing Go Green Actions

The program reflects MediaTek’s commitment to ESG principles. Through a simulated online tree-planting experience, interns actively participated in and gained a better understanding of environmental sustainability goals and practices, learning about environmental protection through an engaging and interactive format.

2 Promoting Global Intern Collaboration and Exchange

Participants competed alongside interns from around the world, encouraging cross-cultural exchange and teamwork while fostering a global mindset and strengthening identification with MediaTek’s corporate culture.

3 Strengthening Corporate Social Responsibility

The initiative demonstrated MediaTek’s commitment to fulfilling its corporate social responsibility obligations and responding to stakeholder expectations regarding the Company’s ESG achievements.

4 Encouraging Learning Through Healthy Competition

The challenge featured a variety of awards and incentives that encouraged active participation, increased engagement and accomplishment, and promoted positive competition among participants.



Girls Tech! MediaTek Girls in Coding: Building a Women in Technology Community to Strengthen Belonging and Confidence

Girls Tech! also extended its reach through MediaTek's summer internship program by bringing together female interns at MediaTek and female university students from outside the Company.

In 2025, the Girls Tech! MediaTek Coding Girls event welcomed 44 female interns and 46 female master's students expected to graduate in 2026. The event focused on career experiences and professional development topics for women in technology and engineering. Through networking and mutual support, participants built a positive women-in-technology community that strengthened their sense of belonging and self-confidence.

Female leaders from MediaTek shared their educational and career journeys, providing practical growth examples and helping participants establish career direction and self-confidence.

The sessions also addressed workplace expectations and common challenges, with discussions on overcoming obstacles, emphasizing the importance of teamwork and communication, and showcasing women's strengths in observation, empathy, and collaboration while promoting a diverse and inclusive workplace culture. The event achieved an overall satisfaction score of 4.6 out of 5, demonstrating strong participant engagement and positive feedback.

Global Internship Program in 2025



Three Pillars of the Internship Program

Employee Connection & Care	Career Inspiration	Professional Training
<ul style="list-style-type: none"> Intern Paper, adaptation surveys, social club competitions, focus groups, and interactive group activities 	<ul style="list-style-type: none"> MediaTek Dream Talks, technology showcases, and executive forums 	<ul style="list-style-type: none"> Professional training, online courses, and one-on-one sessions with managers and buddies

成果

- Published four editions of Intern Paper in 2025, featuring experience-sharing stories from 10 interns and 14 intern teams, as well as highlights from internship activities.
- Organized alumni and intern sharing sessions attended by nearly 300 students.
- Hosted executive forums that provided interns with opportunities to interact directly with business leaders, gain insights into industry trends and career pathways, and strengthen their career aspirations.
- Arranged technology-sharing sessions led by company managers, introducing MediaTek's AI development strategy and vision, and providing interns with deeper insights into AI applications and technological breakthroughs.
- A total of 225 interns worldwide received pre-employment offers in 2025, enabling them to join MediaTek as full-time employees upon graduation.



Industry-Academia Collaboration

SDG 8.6

For over 20 years, MediaTek has actively collaborated with academic research centers, including the NTU Innovation Research Center, the NYCU Innovation Research Center, and the National Tsing Hua University Research Center.

For details regarding industry-academia collaboration projects and outcomes, please refer to [6.3 Industry-Academia Collaboration and Sustainable Talent Development](#)

IC Design and Communications Programs: Developing Professional Talent

In response to the global semiconductor talent shortage, MediaTek has worked closely with universities since 2021 to establish the IC Design Program, systematically integrating key industry technologies into academic curricula and expanding the pipeline of practice-ready professional talent.

The program encourages students from electrical engineering, electronics, and related disciplines to deepen their IC design expertise while also welcoming students from other science and engineering fields to develop interdisciplinary competencies that enhance their competitiveness in the semiconductor industry. To address long-term demand for advanced communications expertise driven by emerging applications such as 5G, AI, automotive technologies, and the Internet of Things (IoT), MediaTek launched the Communications Program in 2024. The program strengthens the talent pipeline in communications technologies and complements the IC Design Program to create a comprehensive talent development ecosystem spanning IC design and communications systems. By the end of 2025, nearly 7,000 students had participated in the two programs.

By the end of 2025, nearly 7,000 students had participated in the two programs.

MediaTek will continue working with universities to build an integrated semiconductor and communications talent ecosystem through curriculum collaboration, faculty exchanges, and technology sharing.

The Company also reserves internship opportunities for program participants, providing access to R&D teams and real-world projects so that students can gain practical industry experience prior to graduation and strengthen the transition from academia to industry.

As of the end of 2025, 779 program participants had successfully secured full-time employment opportunities at MediaTek, demonstrating the positive and tangible impact of this industry-academia collaboration model in enhancing students' employability and addressing critical industry talent needs.

3.2.3 Compensation Policy

TWSE Market
Observation Post
System



Providing Competitive Total Compensation

To attract global talent and strengthen employee retention, MediaTek regularly benchmarks local market compensation levels to ensure the competitiveness of its overall rewards programs.

In Taiwan, MediaTek continues to maintain an industry-leading position compared to the Taiwan Stock Exchange (TWSE) disclosures on Average Employee Compensation Expense and the average and median compensation of full-time non-managerial employees required under TWSE regulations.

In 2025, the average compensation of full-time non-managerial employees was 1.04 times that of the previous year, while the median compensation was approximately 1.03 times that of the previous year. For publicly disclosed employee compensation information, please refer to the [ESG-related corporate information available on the TWSE Market Observation Post System](#).

Average Employee Compensation Expense Announced by the Taiwan Stock Exchange

	2023	2024	2025
Average Employee Compensation Expense	NT\$3,845 thousand	4,633 thousand	4,599 thousand

Average and Median Compensation of Full-Time Non-Managerial Employees Announced by the Taiwan Stock Exchange

Item	Full-Time Non-Managerial Employees		
	2023	2024	2025
Total Compensation of Full-Time Non-Managerial Employees (A)	42,910,915	49,853,653	52,784,432
Number of Full-Time Non-Managerial Employees (B)	11,432	11,566	11,823
Average Compensation of Full-Time Non-Managerial Employees (A/B)	3,754 thousand	4,310 thousand	4,465 thousand
Median Compensation of Full-Time Non-Managerial Employees	3,094 thousand	3,438 thousand	3,552 thousand

Compensation Programs and Sustainable Corporate Development

MediaTek’s total compensation framework is designed to support the achievement of the Company’s short-, medium-, and long-term business objectives. Compensation is determined based on employees’ job responsibilities, roles, knowledge, and capabilities, while also reflecting Company performance and individual contributions. With respect to base salary, MediaTek conducts regular reviews and adjustments based on local macroeconomic indicators, market compensation levels, and other relevant considerations. Through this approach, the Company puts into practice the principle of sharing business success with employees.

Compensation Principles

Performance-Based

- Compensation resources are linked to Company performance and business results.
- Compensation differentiation is based on individual contribution, performance, and job characteristics.

Sustainability

- Compensation programs are designed to balance short-term and long-term incentives.
- Long-term incentive plans are utilized to support the achievement of long-term business objectives.

External Competitiveness and Internal Balance

- Compensation design and evaluation consider both external market competitiveness and internal equity.

Board Compensation

Director compensation, remuneration, and profit-sharing are determined in accordance with applicable laws and regulations, the Company’s Articles of Incorporation, the Compensation Committee Charter, and the Rules Governing Director Compensation. In addition to considering the Company’s overall operating performance, the determination process also takes into account each director’s contribution to Company performance, including degree of participation in Company operations, actual length of service during the reporting period, individual performance, including contributions to improving decision-making quality, participation in professional development and continuing education activities. Compensation is reviewed periodically by the Compensation Committee and the Board of Directors to ensure reasonableness. The Compensation Committee and Board of Directors review the performance evaluation process and

compensation arrangements, while continuously reviewing compensation systems, standards, and structures in light of operational conditions and regulatory developments to balance sustainable business growth and risk management. For additional information regarding Board compensation, please refer to Page 8 of [MediaTek’s 2025Annual Report](#).

Executive Compensation and Stock Ownership Requirements

MediaTek’s executive compensation is determined with reference to the Company’s overall operating performance, as well as each executive’s role and responsibilities, contribution to the Company’s operations, and individual performance. Individual performance considerations include the implementation of the Company’s core values, leadership and management capabilities, the achievement of financial and sustainability development goals across environmental, social, and corporate governance dimensions, and overall operational management indicators. The Company also takes into account future risks and compensation practices among peer companies. The rationale of overall compensation is reviewed and assessed individually by the Remuneration Committee before being submitted to the Board of Directors for resolution. The compensation system, standards, and structure are reviewed from time to time based on actual operating conditions and relevant regulatory requirements, with the aim of balancing sustainable corporate development and risk management.

To further strengthen the value alignment between MediaTek’s executives and shareholders, as well as the Company’s commitment to sustainable operations, MediaTek established the MediaTek Inc. Executive Officer Stock Ownership Guidelines in 2022. The guidelines require executives to hold Company shares equivalent to a certain multiple of their annual fixed salary during their tenure and to meet the required shareholding level within three years after being appointed as an executive officer, thereby establishing a system that encourages long-term ownership of Company shares by executives.

MediaTek Group Employee Stock Ownership Trust Plan

To enable employees in sharing the Company’s long-term business success, MediaTek launched the MediaTek Group Employee Stock Ownership Trust Plan (ESOT) in Taiwan in 2023. Under the plan, employees may contribute a designated amount from their monthly salary, which is combined with a Company contribution to purchase MediaTek shares. Since the program was introduced, more than 77% of employees have participated, demonstrating a strong commitment to mutual trust and shared growth between employees and the Company. As of the end of 2025, MediaTek had contributed approximately NT\$1.205 billion to the program. In addition to enhancing employee benefits, the plan has further strengthened the Company’s ability to attract and retain talent.

3.2.4 Employee Benefits

To provide employees with high-quality benefits, MediaTek’s offices worldwide establish benefit programs that comply with or exceed local regulatory requirements.

Beginning in 2024, MediaTek introduced 16 hours of paid volunteer leave across all global offices, encouraging employees to actively participate in volunteer services and give back to local communities.

In 2025, Taiwan headquarters further expanded its flexible working hours policy, providing employees with greater flexibility to achieve better integration between work and personal life. Through the continuous enhancement of employee benefits programs, MediaTek strives to create a supportive and rewarding work environment where employees can grow together with the Company.

Enhancing Family Support Benefits – We Care about You

MediaTek recognizes the importance of family in employees’ lives and believes that supporting employees extends beyond their professional growth to include the important family roles they play.

Since May 2024, the Company has provided: 12 weeks of maternity leave for female employees, 10 days of paternity leave and prenatal examination leave, and increased childbirth subsidies of NT\$10,000 per child. These benefits apply not only to biological children but also to adoptive families.

By continuously enhancing family support programs, MediaTek seeks to ensure that its benefits remain diverse and inclusive, supporting MediaTek families through different stages of life.

In 2025, these benefits supported 90 female employees, 380 male employees, and 362 newborns. For additional information, please refer to Section 3.5.3 Family-Friendly Workplace.



Overview of Benefits Exceeding Regulatory Requirements

Item	Statutory Requirement	Benefits Exceeding Regulatory Requirements
Public Holidays	▶ 12 national holidays per year	▶ 7 additional flexible leave days (19 days in total, including national holidays)
2025 Utilization: Flexible leave utilization rate reached 94.9%, totaling more than 603,000 hours ^{Note}		
Volunteer Leave	▶ Not required	▶ Up to 2 days (16 hours) of paid volunteer leave annually extended to global employees
2025 Utilization: More than 200 employees worldwide took volunteer leave during regular workdays, contributing 1,664 service hours to society		
Maternity Leave	▶ 8 weeks of maternity leave before and after childbirth	▶ Since May 2024, female employees have been provided 12 weeks of maternity leave
2025 Utilization: 90 female employees benefited		
Paternity Leave and Prenatal Examination Leave	▶ Employees shall be entitled to 7 days of paternity leave and prenatal examination accompaniment leave when accompanying their spouse for prenatal checkups or during childbirth	▶ Since May 2024, male employees have been provided 10 days of paternity and prenatal examination leave
2025 Utilization: 380 male employees benefited		
Insurance	▶ Labor Insurance and National Health Insurance provided from the date of employment	▶ Group insurance coverage from the first day of employment, including accident, illness, and hospitalization coverage.
		▶ Employees may enroll family members in discounted group insurance plans and utilize flexible benefits to cover premiums.
2025 Utilization: Company-paid insurance benefits totaled NT\$1.76 billion in 2025		
Health Examinations	▶ Mandatory periodic health examinations based on age requirements: ▶ Employees aged 65 and above should undergo the health examination once a year ▶ Employees aged 40 and above but under 65 should undergo the health examination once every three years ▶ Employees under 40 should undergo the health examination once every five years	▶ Annual health examinations for employees of all age groups.
		▶ Annual subsidy of NT\$15,000 for Level-1 managers and above and NT\$6,500 for all other employees. ▶ Unused subsidies may be carried forward to the following year. ▶ Flexible benefits may be used for additional health examination items and family member participation.
2025 Utilization: 13,969 health examinations completed, including 3,988 family members; total expenditure reached NT\$68.27 million		
Childbirth Subsidy	▶ Labor insurance maternity benefits are paid as a lump sum equivalent to two months of the insured person's monthly insured salary at the time of childbirth.	▶ Since May 2024, MediaTek provides childbirth subsidies of NT\$10,000 per child, NT\$20,000 for twins, and proportionally more for multiple births (available when the employee or spouse gives birth).
2025 Utilization: 409 applications, totaling NT\$4.18 million in subsidies		

Note 1: The disclosure primarily covers welfare benefit utilization data in Taiwan and applies to full-time employees. MediaTek’s global locations also design employee welfare programs in accordance with local practices.

Note 2: Based on the 2025 government calendar announced by the Directorate-General of Personnel Administration, employees were granted six flexible leave days after accounting for make-up workdays associated with adjusted holiday schedules.

3.2.5 Retirement Plans

MediaTek establishes employee retirement-related plans for its domestic and overseas operations in accordance with applicable local laws and regulations. In Taiwan, the Company has established the benefit plan in accordance with the Labor Standards Act and the contribution plan in accordance with the Labor Pension Act. In 2025, 99.5% of employees were covered by the contribution plan, while 0.5% of employees remained covered by the benefit plan.

Under the Labor Standards Act, retirement benefits are calculated based on employees’ years of service and average salary during the six months preceding retirement. Retirement reserves are contributed monthly at 2% of total payroll and deposited into a designated account at the Bank of Taiwan under the supervision of the Labor Pension Reserve Supervisory Committee. Under the Labor Pension Act, employer contributions are deposited monthly into individual pension accounts maintained by the Bureau of Labor Insurance. Employer contributions may not be less than 6% of an employee’s monthly salary. In 2025, retirement expenses recognized under the Defined Contribution Plan totaled NT\$3.062 billion.

In addition to statutory pension contributions, MediaTek engages qualified actuaries each year to conduct pension fund valuations, records pension liabilities on its financial statements, and makes appropriate pension provisions to safeguard employees’ retirement benefits. These measures support employees in making long-term career plans with the Company and encourage sustained commitment and contribution. For information regarding the MediaTek Group Employee Stock Ownership Trust Plan, please refer to Section 3.2.3 Compensation Policy.

3.3 Talent Development

MediaTek has established a comprehensive and diversified talent development system that provides employees at different levels and functions with corresponding professional and leadership development opportunities. We encourage employees to actively participate in learning and development planning and support career growth through evaluation and feedback mechanisms. By offering personalized learning pathways and diverse career development opportunities, MediaTek enhances employees’ engagement and sense of achievement while continuously strengthening the Company’s competitiveness within the industry.

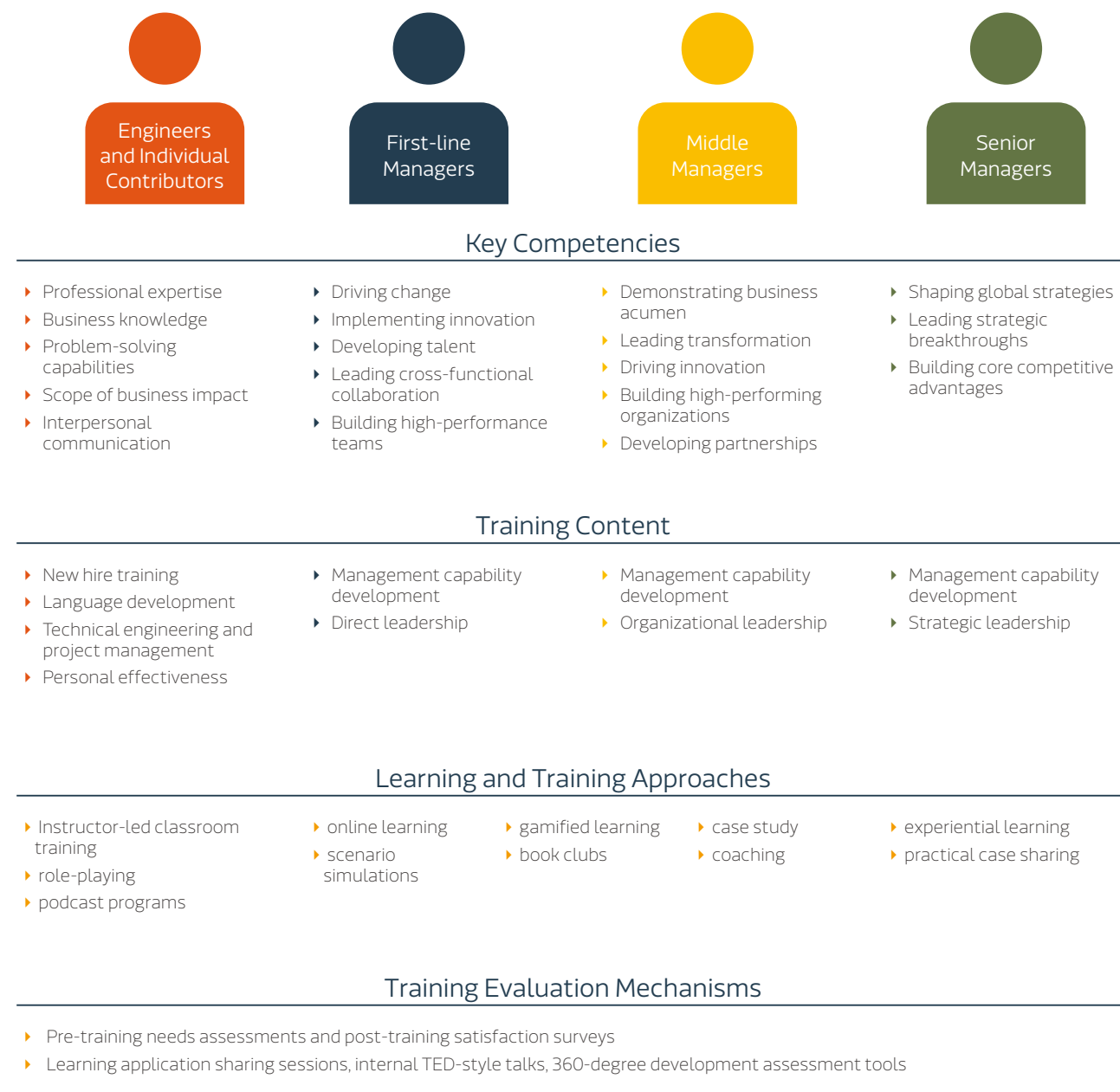
3.3.1 Diverse Talent Development Programs

SDG 4.4



MediaTek’s talent development strategy is centered on the Company’s vision and aligned with business objectives. By analyzing business and operational needs, we identify organizational and talent capability requirements and establish corresponding development priorities. Based on these principles, MediaTek has developed a systematic talent development framework. Through tiered and role-based training programs, we cultivate diverse capabilities in leadership, professional expertise, cross-functional collaboration, and global business readiness, ensuring close alignment between talent development and the Company’s strategic objectives.

MediaTek Talent Development Framework



Average Global Training Hours per Employee

Unit: hours



^{Note 1:} Full-time non-managerial employees exclude directors and executives.

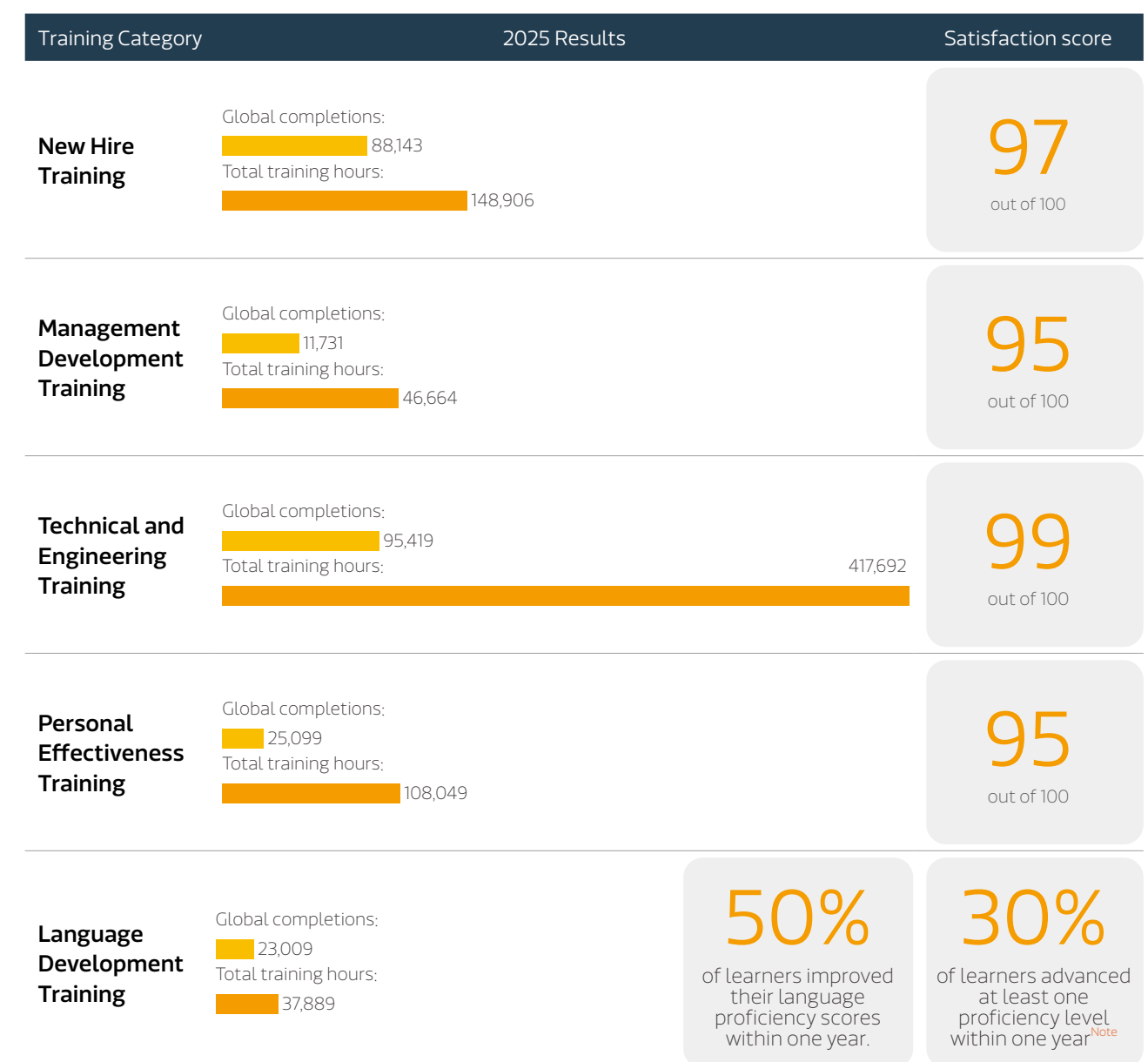
^{Note 2:} To support business growth and operational development, MediaTek launched a number of technical training programs and mandatory compliance-related courses in 2025. Certain courses were primarily designed for specific functional groups based on business needs, resulting in relatively lower average training hours among female non-managerial employees. In addition, participation in self-directed learning platforms is managed through registration and lottery mechanisms with limited quotas. Course participation therefore reflects workforce composition, contributing to differences in average training hours among employee groups.

Learning Together at MediaTek: Knowledge Sharing for Growth

In 2024, MediaTek launched its podcast program, Learning Together at MediaTek, and continued to upgrade the series in 2025. In collaboration with leading external experts and employees with diverse life experiences, the Company produced a premium five-episode talk show series for the year. The program was further complemented by two in-person events, bringing together cross-disciplinary insights and establishing itself as an important platform for workplace knowledge and mental resilience development within the industry.

The series featured selected topics such as emotional management, mental resilience, interdisciplinary thinking, and physical and mental wellbeing. Special guests included Olympic badminton gold medalist Lee Yang, Golden Bell Award-winning television host Hank Chen, and MediaTek engineer and national bridge player Lin Yin-yu, who shared diverse perspectives on frontline practices, life transitions, and professional experiences. In 2025, the program recorded a total of 6,648 listens and achieved a satisfaction score of 4.7 out of 5.

Training Results



^{Note:} e.g., Beginner ▶ Intermediate, Intermediate ▶ Upper Intermediate

Strategic Development Programs Supporting Corporate Growth
Corporate Project Leader(PL)Training

Launched in 2006, the Corporate PL Training program aims to develop the capabilities required for Project Leaders (PLs) to effectively lead key corporate projects. As MediaTek continues its product transformation journey and expands into new customers and markets, the Company identified opportunities to strengthen and redesign its PL development framework. Previous PL training programs were structured around individual departmental perspectives rather than a holistic product development process, and the roles and responsibilities of PLs and related stakeholders had not been comprehensively defined. As a result, MediaTek redesigned the Corporate PL Training program in 2024 to drive changes in mindset and behavior across the organization.

From late 2024 to February 2026, MediaTek conducted five cohorts of PL Training. A total of 227 participants worldwide completed the training, including 37 participants from overseas locations. The average participant satisfaction score reached 92 out of 100, and participants provided extensive positive feedback, including recognition of the practicality of systems thinking tools, the value of perspective-taking in understanding customers’ true needs, and the use of clear and accessible case studies to support learning.

In addition, to effectively expand the impact of the training, MediaTek developed two key courses into online learning programs, enabling employees worldwide to enhance their capabilities at their own pace. The first course, PL 101, systematically introduces the Company’s product development process and the roles and responsibilities of each function. To date, 1,550 employees worldwide have participated in the course. The second course, Automotive Standard Compliance, is designed for automotive business-related regulations and key considerations in project execution. Delivered through quarterly training assignments, the course provides ongoing learning resources for project members and is expected to officially launch at the end of March 2026.

Content

- ▶ Course modules and content were redesigned based on the roles and responsibilities of PLs, covering topics such as the A+ Mindset, product requirements for new markets, collaboration with different functions, and key approaches to working with tier-one customers.
- ▶ The training applies the logic of systems thinking to identify root causes of issues and help leaders develop a holistic perspective.

Internal Systems and Processes

- ▶ The system was reviewed, and inconsistencies within the Company were identified, such as different functions using different terms for the same process stages.
- ▶ Following communication and discussion, we standardized the naming of each process stage and the related documents for each stage to avoid potential misunderstandings.

Program Design and Evaluation

- ▶ Training effectiveness is measured using the Kirkpatrick Four-Level Evaluation Model, including:
 - ▶ Level 1: Participant Satisfaction
 - ▶ Level 2: Knowledge Acquisition
 - ▶ Level 3: Action Plans and Behavioral Change Assessments (including supervisor evaluation)
 - ▶ Level 4: Project Performance Outcomes
- ▶ To reinforce long-term learning retention, key concepts are incorporated into post-training nudges supported by manager-sharing micro-videos.
- ▶ The redesigned framework ensures that Corporate PL Training delivers effective learning outcomes and creates meaningful positive impacts on project execution and business operations.



Diversified Self-Directed Learning Platforms

To support product transformation and rapid business growth, MediaTek actively promotes self-directed learning and partners with leading domestic and international learning platforms. Since 2024, the Company has expanded learning resources to meet the diverse and flexible learning needs of a new generation of employees. In 2025, MediaTek further curated learning content through the MediaTek Learning Festival, recommending selected courses to help employees discover relevant learning resources more efficiently while encouraging the practical application of learning in the workplace.

Self-Learning Blueprint:

Diverse Learning	Learner-Centric Design	Habit Formation
Multiple learning platforms have been introduced to address varying business and career development needs, including Hahow, CommonWealth Learning, Udemy, and Rosetta Stone. Learning topics cover leadership and management, AI technologies, language learning, and general professional knowledge.	Employees can set their own learning goals and schedules, allowing them to learn at their preferred pace.	To maximize learning effectiveness and encourage continuous learning habits, employees must meet minimum monthly viewing requirements to retain access to learning accounts, reinforcing a culture of self-directed learning across the organization.
Key Results		

- ▶ MediaTek continued to invest in diversified learning resources, including Udemy, Rosetta Stone, Hahow, and the newly introduced Big Think+ platform. The number of users on self-directed learning platforms increased from 3,300 to 4,277 globally. MediaTek also launched the MediaTek Learning Festival to further encourage employees to participate in self-directed learning and apply their knowledge in practice. In the duration of the Learning Festival, the platforms recorded more than 16,000 visits, and over 2,300 instances of employees applying what they learned to their work.

Developing Coaching Capabilities Among Senior Leaders

MediaTek introduced Group Coaching programs for selected senior leaders to help address management challenges, strengthen coaching skills, and cultivate diverse leadership styles.

Beyond enhancing individual leadership effectiveness, these programs support the development of a coaching culture throughout the organization, helping employees grow while contributing to overall business success. From 2024 through 2025, nearly 70 senior leaders participated in Group Coaching programs, generating positive impacts within their teams and organizations.

3.3.2 Performance Management and Development

MediaTek's Performance Management and Development (PmD) framework aims to achieve optimal organizational and individual performance through development. PmD supports employees in achieving the best work outcomes and demonstrating MediaTek's core values, while identifying their future development potential, thereby creating optimal organizational and individual performance. The core approach is to set future-oriented goals aligned with organizational objectives, engage in two-way dialogue to build consensus, and provide continuous performance feedback in daily work.



During the initial goal alignment stage, both organizational business objectives and employees' development goals are taken into consideration. Action plans, measurement criteria, and timelines are established to ensure that employees' work direction and capability development are aligned with the organization's strategic objectives. Throughout the year, ongoing two-way feedback is provided. Through timely and constructive dialogue, positive behaviors are encouraged, and gaps in expectations are identified and addressed at an early stage. More importantly, this process enables timely alignment with possible changes in organizational direction and task priorities, allowing work and development goals to be adjusted with agility. The year-end performance review goes beyond evaluating employees' work outcomes and processes. Through direct feedback and encouragement, it helps inspire employees' development potential for the next stage and supports the achievement of long-term development goals for both the organization and employees.

3.3.3 Channels for Internal Job Application

MediaTek officially launched its Internal Job Application (IJA) program in 2019. Through this open platform, employees worldwide are provided with diverse development opportunities that broaden both the depth and breadth of their career development. The program enables employees to find positions that best match their abilities and strengths while promoting internal talent mobility across the Company. In 2025, 111 employees applied for internal transfers, bringing the cumulative total to over 265 employees since its launch. Most employees completed their internal transfer within approximately three months after their applications were approved.

3.4 Employee Engagement and Two-Way Communication

Through a variety of communication channels, MediaTek provides employees with timely and accurate information regarding Company operations. We have established transparent two-way communication channels to listen to and respond to employees' needs, while organizing meaningful global and local activities. Through these efforts, we continue to enhance employees' participation and team cohesion, further strengthening employees' identification with and sense of belonging to the Company.

Promoting Sustainability Through a Family Day that Combines Employee Care and Environmental Responsibility

2025 Headquarters Family Day – "MediaTek Spirit: All In"

In 2025, MediaTek held its Family Day event at the Taipei Dome under the theme "MediaTek Spirit: All In", setting a record as the largest single-session corporate baseball event ever held. More than 25,000 employees and family members participated.

The event centered around a baseball game, post-game concert, and large-scale family cheering activities. It not only strengthened employees' cohesion but also demonstrated the Company's commitment to diversity, inclusion, and sustainability values.

A total of 99% of participants entered the venue using electronic tickets and digital event passes, achieving paperless check-in and actively putting green sustainability principles into practice.

Embedding ESG in the Event: Every Hit Supports Sustainability

MediaTek incorporated ESG concepts into the event. Regardless of the home or visiting team, a donation of NT\$10,000 was made for every hit, with an additional donation of NT\$280,000 for every home run.

The Company further increased the total donation amount to NT\$1 million, which was donated to the Tse-Xin Organic Agriculture Foundation. MediaTek will continue to work with the Tse-Xin Organic Agriculture Foundation to extend this sustainability initiative through corporate volunteer activities focusing on coastal forest maintenance. In 2026, employees will be invited to participate in a volunteer tree-planting program, translating each employee's participation into positive social impact.



Global Go Green: Environmental Initiatives Across Global Offices

- ▶ **Global Offices:** Employees worldwide participated in an online tree-planting challenge through a web-based game. With 2,712 engagement logs captured, the activity seamlessly linked environmental advocacy with digital interaction and driving higher employee engagement.
- ▶ **Headquarters:** Through the “Love the Earth, Donate Your Denim” campaign, more than 150 employees participated and contributed over 400 denim items. The initiative promoted the reduction of water consumption associated with new denim production and encouraged resource recycling and reuse. Based on Fairtrade International data indicating that approximately 10,850 liters of water are required to produce one pair of jeans, the campaign is estimated to have saved 4,340,000 liters of drinking water and enabled the repurposing of more than 180 garments.
- ▶ **China Offices:** Organized “Barter Party” and “Clean Plate Campaign” that promoted the reuse of second-hand items and minimize food waste, helping employees incorporate sustainable practices into their daily lives.
- ▶ **Singapore, Japan, and South Korea Offices:** Launched a 28-Day Green Action Challenge covering topics such as sustainable consumption and eco-conscious workplace practices. With different theme featured each week, the initiative encouraged employees to adopt sustainable habits.
- ▶ **India Office:** Volunteers selected from various departments planted 28 saplings symbolizing sustainability. These will be transplanted to the new office at the end of the year to infuse the new workspace with green vitality.
- ▶ **United Kingdom Office:** Mobilized employees to join community clean-up drives, enhancing the local public environment through dedicated volunteer efforts.



MediaTek 28th Anniversary Celebration: “Our Continuous Journey Together”

Under the theme “Our Continuous Journey Together,” MediaTek celebrated its 28th anniversary by focusing on global employee participation in green actions and promoting sustainability concepts in both daily life and the workplace.

The anniversary celebration not only highlighted employees’ efforts in driving charitable causes across different countries, but also encouraged every employee to contribute to environmental sustainability through various initiatives and innovative activities.

To promote environmental awareness, MediaTek launched “Global Go Green Week” in 2023. In 2025, more than 12,000 employees worldwide were mobilized in the Green Diet Fortnight campaign, promoting sustainable eating habits and carbon reduction efforts. Employees were encouraged to bring their own lunch boxes and reusable cups and to choose whole foods and vegetarian meal options, helping strengthen environmental awareness and action. The anniversary celebration emphasized that every green action and small change is an important step toward a sustainable future. Whether through donating denim, adopting green eating habits, planting trees, participating in environmental volunteer activities, or supporting resource recycling, MediaTek encouraged employees worldwide to work together to protect the planet and integrate sustainability and social contribution into everyday life, work, and corporate culture.



Global Volunteer Activities

In addition to environmental initiatives, MediaTek continues to drive social impact through volunteerism. In 2024, the company hosted the inaugural MediaTek Global Outstanding Volunteer Award. The program received 28 nominations, whose collective efforts benefited 20,000 organizations and individuals while nurturing a network of over 600 volunteers. The program not only recognized employees who actively engaged in volunteer service but also inspired greater participation by sharing their stories, thereby amplifying positive impact and fostering a virtuous cycle of social good. Since 2025, MediaTek has partnered with external nonprofit organizations to drive corporate volunteering activities aligned with the Sustainable Development Goals. The Company has actively established an inclusive and accessible volunteer framework, organizing diverse and representative quarterly activities across key areas, including educational support, environmental sustainability, care for the underprivileged, and community development. These efforts demonstrate MediaTek’s long-term commitment to addressing diverse social issues and deepening its connection with local communities.



2025 Quarterly Volunteer Activities

Q1 Community Care (Huashan Social Welfare Foundation)

A total of 135 employees crafted handmade gifts to convey warmth for seniors in need. Additionally, 12 employees conducted home visits to provide companionship and assistance to elderly individuals alone.

Q2 Green Action (Natural Valley Environmental Trust)

A total of 40 MediaTek volunteers engaged in habitat maintenance at the Natural Valley Environmental Trust. Collaborating with the Natural Valley team on environmental management and ecological conservation projects, including bamboo forest thinning.

The initiative provided employees deeper insights into the management of environmental trust sites and offered hands-on experience in ecological volunteer service.

Q3 Education Support (Teach For Taiwan, TFT)

A total of 50 MediaTek employees participated in a pen-pal program, supporting children from high-needs communities through written correspondence. This initiative helped broaden the children's horizons, boost their learning motivation, and enhance their writing and communication skills.

Q4 Christmas Wishes and Volunteer Gift Delivery Program

Through the Christmas Wishes Program, employees fulfilled 1,500 gift wishes for beneficiaries of 18 social welfare organizations.

Furthermore, 50 volunteers visited these groups to participate in hands-on creative activities. By offering companionship and delivering gifts personally, employees encouraged beneficiaries to experience the satisfaction of creating something themselves, making the event truly memorable.



Volunteer Hour Registration Mechanism

Beyond quarterly volunteer activities, MediaTek established a volunteer-hour registration and tracking mechanism in 2025 to encourage employee participation in social initiatives and facilitate impact measurement. Volunteer hours encompass both company-organized volunteering events and external community services undertaken by employees independently. Employees submit their volunteer activities via a registration form with entries included in official statistics only after verification by the designated department. Annual volunteer data is consolidated and reviewed ahead of the reporting deadline to ensure the accuracy and completeness of disclosed information.

MediaTek encourages sustained employee engagement in volunteer services. Employees who accumulate 16 or more service hours annually are eligible for the Company's charitable matching program. Under this initiative, volunteer hours are converted into charitable donations at a rate of NT\$300 per hour, translating employee volunteer service into tangible charitable resources. Partner organizations are categorized by service type, and the list of beneficiary organizations for the following year is determined via an employee voting process, thereby enhancing transparency and organizational consensus.

2025 Global Employee Volunteer Participation overview:



3.4.1 Open and Transparent Communication

Effective Communication Channels

To provide a positive employee experience, MediaTek has established timely and two-way communication channels to ensure that Company information is conveyed accurately and efficiently to employees, while employees' voices are actively heard and addressed. By transparently integrating and sharing mutual expectations and perspectives, MediaTek builds sustainable and constructive labor-management relations.

The Company has established dedicated teams responsible for employee communications and relations. It promotes global communication principles and advocates the 5C Model (Common Language, Consider Others, Clarify, Confirm, Concise) to ensure effective communication across regions and languages.

Furthermore, MediaTek leverages a diverse online and offline channels to facilitate two-way dialogue between employees and the Company, fostering mutual understanding and continuous engagement.

Employee Survey

MediaTek is committed to building a diverse and inclusive workplace that fosters continuous and active listening. We conduct a Global Employee Survey (GES) every two years, complemented by employee listening platforms to capture employee feedback and perspectives at various stages of employees' careers.

The GES launched in October 2025 achieved a participation rate of 83%, with nearly 16,000 employees taking part globally. More than 10,000 employees provided written comments, representing a 19% increase compared to 2023. This robust engagement demonstrates our commitment to "Every Voice Matters, Shaping the Future Together" and symbolizes the trust employees place in the Company.

This trust is tangibly reflected in the following key indicators:

Key Performance Indicators

- ▶ **Employee Engagement:** Remained at a high level of **76%**, continuing to outperform industry benchmarks.
- ▶ **Intent to Stay:** **74%** of employees indicated an intention to remain with the Company for more than three years.

Top Three Strengths

Employees highly recognized our practices in fostering an open culture and empowering our workforce. The percentage of employees globally who indicated "Agree" or "Strongly Agree" in the following areas:

- ▶ **I have the authority and responsibility I need to accomplish my work: 93%**
- ▶ **I am proud of MediaTek's efforts to make a positive impact on the world: 84%**
- ▶ **I can openly express my opinions without fear of retaliation: 83%**

Employee feedback also identified several areas for future improvement, including career development, change management, strategic alignment, and work processes. Based on the survey results, individual business units will develop action plans, while Company-level initiatives will focus on common themes to help employees better align their efforts to the Company's strategic direction in a rapidly changing environment.



Global Employee Survey	MediaTek full-time employees worldwide
Topics Covered	Compensation, work environment, career development, corporate culture, and sustainable development
Number of Participants	19,162
Survey Coverage Rate	83%
Responsible Function	Global Human Resources
Survey Frequency	Once every two years
Survey Period	Between 2024 and 2025
Planned Areas of Improvement for 2026	Based on preliminary survey results analyzed in January 2026, three employee experience-related focus areas were identified. Specific actions will be implemented in phases throughout 2026. <ul style="list-style-type: none"> ▶ Career Development ▶ Managing Change ▶ Strategic Alignment

Labor-Management Meetings

To ensure effective labor-management communication and respond promptly to employee concerns, MediaTek has established an institutionalized labor-management meeting mechanism, convening at least once every quarter. In 2025, of the Company held four such meetings, with a 100% attendance rate, demonstrating its strong commitment to labor-management communication and employee rights.

Meeting discussions covered compensation and benefits, leave policies and attendance management, labor insurance, working environment, dining services, and transportation, totaling more than 70 topics related to employee rights and interests. Resolutions and employee suggestions from the meetings have been incorporated into the Company's continuous improvement initiatives and gradually implemented through concrete measures. These include adjustments to flexible working hours, optimization of meal subsidy periods, planning of shuttle bus schedules, and upgrades to workplace amenities.

Through this regular and substantive labor-management dialogue platform, MediaTek continues to enhance employee experience and overall satisfaction, reinforce mutual trust between labor and management, and uphold its people-centered management philosophy.

Employee Communication Platforms

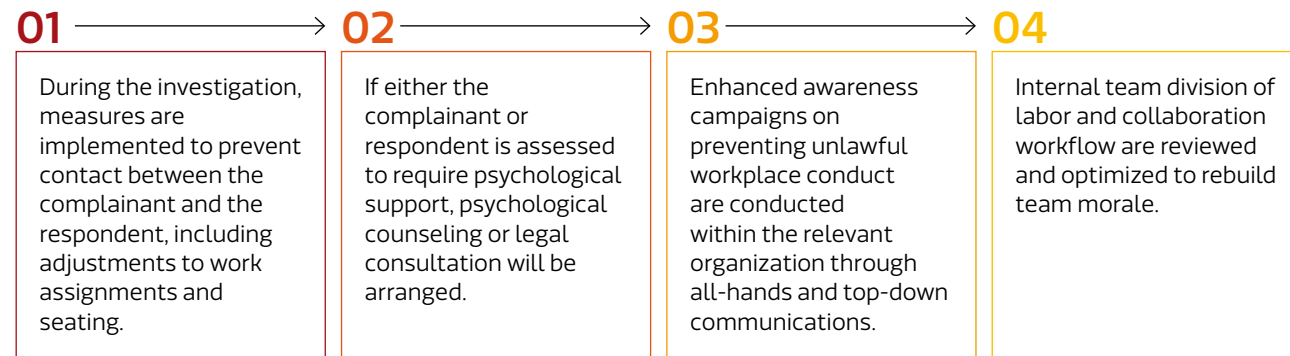
- ▶ **MediaTek Copilot:** MediaTek's self-developed AI chatbot, "Alpha," provides 24/7 responses to frequently asked work-related inquiries. Driven by a culture of innovation, the Company integrated the latest generative AI (GAI) technology in April 2025, fully upgrading the AI services to "MediaTek Copilot". Dedicated bots for RD, HR, Finance, and other functions were simultaneously launched to continuously enhance service offerings. These innovative measures enable employees to access faster and more comprehensive answers, significantly improving the efficiency and accuracy of issue resolution. In 2025, MediaTek Copilot handled a total of 231,445 inquiries and served 15,952 users, fully demonstrating MediaTek's leadership in smart employee services.
- ▶ **I Have a Suggestion:** Received 113 employee suggestions, with a 100% response rate.

Leveraging Diverse Channels to Reinforce Open Communication

Multiple Employee Feedback Channels

- MediaTek has established an employee grievance mechanism and, ensuring a fair and impartial workplace through a well-constructed system and rigorous case management. In 2025, the Company received 8 grievance cases and took disciplinary actions against the offending parties in accordance with its internal disciplinary procedures. For each validated case, the investigation committee implemented appropriate corrective or preventive measures based on the incident's severity, its impact on the victim, and internal precedents. These measures included offering support through the Employee Assistance Program (EAP), conducting mandatory awareness training, and promoting interpersonal boundaries within relevant departments, ensuring a zero-tolerance approach toward any form of unlawful workplace conduct.
- The Company also reinforced training on topics such as sexual harassment involving an abuse of power and bullying prevention to deter future incidents. In collaboration with the Legal Department, MediaTek launched workplace misconduct and infringement prevention training for managers, with 1,557 participants completing the program.

Employee Grievance Handling Process:



Global Management Communication Meetings and Organization-wide Town Halls

MediaTek champions transparent information sharing and two-way communication. The Company holds company-wide global management meetings on a quarterly basis. In 2025, four sessions were held, engaging over 9,300 participants globally. During these meetings, the CEO and President took turns sharing updates on the Company's business, technological development, and future outlook with global managers. The sessions also featured leadership insights and Q&A segments, enabling managers to receive firsthand information and perspectives directly from the senior management team. Furthermore, the Company encourages business units and functions to hold regular all-hands meetings, providing a platform for employees not only to receive information, but also to voice their opinions.

Internal Employee Newsletter: Shaping and Promoting Cultural Values

Since 2022, MediaTek has published the bilingual MediaTek Hub Newsletter on a bimonthly basis. It leverages employee interviews and feature stories to convey organizational strategies, corporate culture, and key updates through concise, visually engaging formats. The newsletter also curates global activity highlights to showcase employee vibrancy and foster cross-regional camaraderie in an accessible way. In 2025, six issues were published, reaching an average of over 1,700 readers per issue.



3.5 A Healthy, Safe and Supportive Workplace

Driven by employee needs, MediaTek enhances employee wellbeing by strengthening physical and mental health support initiatives to create a supportive workplace. Certified under the ISO 45001 Occupational Health and Safety Management System, MediaTek employs a systematic management approach to ensure a healthy and safe working environment. The Company implements employee health programs and continuously improves workplace ergonomics, demonstrating its commitment to employee experience through concrete actions and ensuring a secure and healthy workplace for all.

3.5.1 Occupational Health and Safety Management

SDG 8.8

MediaTek prioritizes employee safety. To elevate occupational health and safety awareness across all levels, hazard identification and risk assessments are conducted for critical and high-risk operations, striving for a zero accident workplace.



Since 2015, MediaTek has regularly conducted company-wide evacuation drills that exceed industry standards, helping employees familiarize themselves with evacuation routes, assembly points, and headcount procedures. These exercises also incorporate firefighting simulations and first-aid rescue scenarios. Drills were held at office facilities in Hsinchu, Zhubei, Taipei, and Tainan, with a total of 12,236 employees participated in 2025.

Furthermore, MediaTek promotes employee health programs and ergonomic workplace improvements to reduce musculoskeletal strain caused by repetitive movements, poor posture, and prolonged sitting.

To ensure comprehensive workplace safety, MediaTek not only promotes safety awareness among employees and visitors on an ad-hoc basis but also conducts regular inspections across offices, public areas, meeting rooms, laboratories, customer office spaces, and facility operation areas. In 2025, there were 2 recorded occupational injuries and 1 occupational disease cases to review environmental and operational safety.

Establishing Reporting, Response and Improvement Measures

MediaTek has established a comprehensive framework covering incident reporting and response, incident investigation and corrective/preventive actions, as well as medical care and return-to-work support. This framework aims to mitigate the escalation of harm and secondary risks while continuously improving occupational health and safety (OHS) management effectiveness.

01 Emergency Incident Reporting, Occupational Injury Determination, and Investigation

Occupational injury incidents are managed in accordance with the Emergency Incident Reporting, Handling and Occupational Injury Determination Procedure. Incident investigations are initiated immediately to finalize investigation records and OHS improvement reports. Incidents are also promptly reported to local competent authorities as required. Furthermore, occupational injury cases are regularly reviewed to identify trends and optimize preventive and control measures, thereby preventing recurrence and reducing risks.

02 Immediate On-site Improvements and Personal Protective Equipment (PPE) / Environmental Corrections

To mitigate subsequent risks following an incident, MediaTek implements corrective actions tailored to specific risk scenarios. These includes but not limited to:

- ① Providing and mandating appropriate personal protective equipment (PPE) in higher-risk environments, such as noisy equipment rooms to reduce exposure.
- ② Systematically identifying unsafe conditions that may cause slips, trips, or collisions and implementing preventive, engineering, and administrative controls - including adding warning signage and enhancing awareness campaigns - to minimize recurrence.

03 Health Monitoring, Medical Intervention, and Return-to-Work Support

When abnormalities are identified through employee health examinations or incident handling processes, MediaTek arranges professional medical consultations and provides individualized health management advice. We support employees with follow-up care and rehabilitation, referring them to specialized medical institutions when necessary. Prior to returning to work, employees undergo health assessments by occupational health physicians. Through consultation, employees are supported in formulating health management and return-to-work arrangements (e.g. work adjustments, gradual return-to-work plans) to ensure they are fit for work duties both physically and mentally and to minimize the risk of re-injury.

Occupational Injury Statistics Over the Past Three Years

Item / Year	Gender	2022	2023	2024	2025
Frequency Rate (FR) Number of lost-time injuries (absence >8 hours) × 1,000,000 / Total hours worked	Male	0.25	0.54	0.10	0.10
	Female	0.47	1.64	0.00	0.00
Total		0.29	0.71	0.08	0.08
Occupational Disease Rate (ODR) Total occupational disease cases × 1,000,000 / Total hours worked	Male	0	0	0	0.05
	Female	0	0	0	0
Total		0	0	0	0.04
Severity Rate (SR) Lost workdays × 1,000,000 / Total hours worked	Male	4	16	1	0.53
	Female	14	41	0	0
Total		5	21	1	0.44
Absentee Rate (AR) Total days absent / Total working days	Male	0.00400	0.00500	0.00500	0.00500
	Female	0.00900	0.01300	0.01200	0.01200
Total		0.00500	0.00700	0.00600	0.00600

Note 1: Total days absent include personal leave, sick leave, and occupational injury leave.

Note 2: Sick leave (including unpaid, partially paid, and menstrual leave): 117,408.28 hours; occupational injury leave: 2,038 hours.

Note 3: Total hours worked: 24,858,168 hours.

Note 4: There were 26 traffic accidents involving employees commuting to and from work. As per the announcement by the

Ministry of Labor Occupational Safety and Health Administration's announcement, commuting traffic accidents have been excluded from occupational injury statistics since 2024.

To ensure contractor safety management, MediaTek requires all on-site contractor personnel to undergo occupational health and safety training. This training includes hazard communication and the promotion of safe construction practices to prevent occupational accidents. In 2025, a total of 847 engineering contractors completed the safety training, successfully achieving the annual target of zero disasters, zero accidents, and zero losses.

3.5.2 Holistic Healthy Workplace

Talent is the key to sustainable development. Employee wellbeing goes beyond corporate benefits; it is a critical aspect of corporate governance. MediaTek was recognized as a "Health 99 Enterprises" at the 6th CHR Health Corporate Citizenship Awards. The award evaluates companies' employee health initiatives across four dimensions: health awareness, health activities, healthy diet, and health management. Assessment covers program planning, execution, and outcomes, as well as senior management support, resource investment, overall employee participation, program continuity, and health improvement results.



MediaTek firmly believes that only healthy employees can deliver outstanding performance. Consequently, we prioritize employees' physical and mental wellbeing and are committed to fostering a holistic healthy workplace environment. Health centers across various locations are staffed by licensed healthcare professionals spanning fields such as nursing, psychology, and physical therapy. Through preventive measures, health management, health promotion, and workplace environment optimizations and various lifestyle services, we help employees alleviate physical and mental stress and elevate their overall wellbeing.

Health Promotion

- In 2025, MediaTek's Taiwan headquarters organized **62** diverse health promotion activities, achieving an employee participation rate of **78.6%**. The Company launched the "Stronger Together, Back for Glory" health promotion campaign, encouraging individual and team participation through various sports competitions. The campaign effectively increased employees' exercise frequency and strengthened social connections. A total of **10** competitions were held in 2025, attracting **3,062** employee engagements. Including **9,523** engagements in the champion prediction activities, total participation reached **12,585**. Fitness and exercise spaces are available across offices, equipped with self-powered fitness equipment that supports both employee health and energy efficiency and carbon reduction. In 2025, MediaTek invested NT\$**11.93** million in maintenance and management to continuously enhance the exercise environment. The Company has received the Sports Enterprise Certification for **9** consecutive years from the Sports Administration, Ministry of Education, demonstrating its long-term commitment to building a holistic healthy workplace.
- MediaTek offices worldwide also jointly participated in Worldwide Yoga Day, connecting more than **400** employees across time zones to experience the benefits of physical and mental balance together.



Health Management

- Since 2025, the Company has gone beyond regulatory requirements by implementing flexible scheduling for health examinations, allowing employees to accumulate and use health examination subsidies. In 2025, a total of **9,981** employees participated in health examinations, with subsidies amounting to NT\$**68.27** million. Based on examination results, the Company proactively arranges medical consultations and health assessments for high-risk groups. In collaboration with National Taiwan University Hospital Hsin-Chu Branch, MediaTek provided **864** hours of on-site medical services in 2025, with a total of **1,320** physician consultations during the year.
- In 2025, the Company organized **9** self-funded pneumococcal vaccination sessions and **10** self-funded influenza vaccination sessions, with a total of **3,969** vaccinations administered.

Health Education Information

- In 2025, MediaTek continued to publish the bilingual bi-monthly MediaTek Wellbeing Times newsletter, covering topics including health, finance, long-term care, relationships, and stress management to comprehensively address the wellbeing needs of employees across different age groups. **6** issues were published during the year, with cumulative readership reaching nearly **16,000**. The Company also organized holistic wellbeing seminars every two months. In 2025, a total of seven sessions were held, attracting **11,312** employee participations and **692** family member participations, with a satisfaction score of **4.9** out of 5.
- In 2025, MediaTek continued to release the bi-monthly MediaTek Learning Together Podcast, aiming to enhance employees' psychological resilience. The podcast invited experts, public figures, and employees to share experiences and insights from diverse perspectives. 5 episodes were released during the year, with cumulative listens exceeding **6,648**.

Employee Assistance Program (EAP)

- The Employee Assistance Program (EAP) has been established in collaboration with external professional organizations to provide each employee with three free counseling sessions per year, fully funded by the Company. In 2025, the utilization rate was **3.4%**, with approximately NT\$**2.1** million invested in EAP counseling services. The program received an employee satisfaction score of **90** out of 100.
- The Company has also established an internal Mental Health Prevention Program, under which dedicated psychologists and the Human Resources Department provide preventive education, counseling support, grievance handling, and crisis support based on case severity to safeguard employees' mental health.

Workspace Optimization

- In 2025, a meeting room occupancy detection system was implemented and integrated with the existing reservation platform to monitor room usage in real time and automatically release unused or early-released time slots. On average, approximately **41%** of meeting room slots were released daily, of which around **23%** were subsequently reused, significantly improving space utilization efficiency.
- Through the online reporting system, MediaTek continued to enhance the maintenance quality of office spaces. In 2025, a total of **4,912** cases were handled, with more than **97%** completed within one day of reporting.
- In 2025, an idle-occupancy fee mechanism was introduced for electric vehicle parking spaces occupied without active charging, effectively reducing cases where vehicles were not moved promptly after charging. As a result, the utilization rate of charging stations increased from **86%** to **99%**.

Healthy Diet

- Employee cafeterias are subject to regular SGS audits and inspections every two months to ensure food safety and hygiene management. Across its office locations, MediaTek works with nearly **100** vendors, serving an average of nearly **30,000** meals per day and covering approximately **90%** of employees.
- In the 2025 satisfaction survey for on-site cafeterias, nearly **6,000** employees responded. Based on the survey results, the Company regularly rotates vendors to introduce more diverse options to enhance the employee dining experience.



Life Services

- The Flexible Benefits Program allows employees to freely allocate their welfare funds across a variety of benefit items. In 2025, the overall reimbursement rate reached **99%**.
- MediaTek supports employees in forming interest-based clubs and provides subsidies for club activities. In 2025, there were nearly **79** employee clubs. The number of clubs participating in the Club Fair increased by four compared with the previous year, while overall satisfaction also improved.
- The Company also engages massage therapists with visual impairments to **provide professional massage** and **stress relief services**.



Community Engagement

- In 2025, MediaTek held **9** blood donation drives, with **1,008** participants and **1,643** bags of blood collected.
- For holiday sales events at company sites, priority is given to inviting nonprofit organizations and disadvantaged groups to set up booths. In 2025, a portion of proceeds from holiday gift box orders was allocated to charitable causes, resulting in a total donation of NT\$**149,160**. During the Mid-Autumn Festival, the Employee Welfare Committee presented mooncake gift boxes to all employees and incorporated a charitable component, donating NT\$**126,800** to the Huashan Social Welfare Foundation.



3.5.3 Family-Friendly Workplace

MediaTek incorporates the values of Diversity, Equity, and Inclusion (DEI) into its internal policies and actively fosters a family-friendly workplace. We provide comprehensive support for working parents through three key pillars:

Childcare Facilities – Operating MediaTek Preschool to Support Parenting

MediaTek Preschool is currently the largest company-operated preschool in Hsinchu Science Park, occupying 600 ping of space and providing children with a spacious environment for learning and play. The preschool's operating hours are designed with employees' commuting needs in mind, offering flexible drop-off and pick-up schedules that allow parents to arrange childcare according to their individual work routines.



Parenting Support Groups – Helping Parents Navigate the Parenting Journey Together

The MediaTek Parenting Community serves as a platform for new parents in the workplace to connect and share experiences, helping them navigate the transitions between work and family roles. Through in-person events and online LINE communities, employees can discuss parenting challenges and strategies for balancing work and family life, creating a vital emotional support network for busy working parents.

Enhancing Dining Experiences and Fostering a Friendly, Diverse Workplace

To continuously improve the workplace environment and employees' everyday wellbeing, MediaTek actively optimize on-site dining options to address employees' diverse lifestyle needs. In addition to permanent dining stalls, rotating food vendors, and hot meal vending machines, MediaTek partnered with McDonald's to open a restaurant in the Hsinchu headquarters cafeteria at the end of 2025. This provides employees with more diverse and convenient dining choices, enriching the culinary ecosystem, and enhancing the overall employee experience.

Through comprehensive foot traffic flow and operational planning, MediaTek ensured that the food services introduced by McDonald's were smoothly integrated into the existing workplace, balancing dining efficiency with quality. This initiative reflects MediaTek's ongoing commitment to refining workplace details based on employees' daily touchpoints, creating a supportive workplace that promotes physical and mental balance and a sense of belonging.



Maternal Health Protection – Providing a Supportive Work Environment for Working Mothers

In accordance with the Occupational Safety and Health Act and the Regulations Governing Maternal Health Protection for Female Workers, MediaTek has implemented a Maternal Health Protection Program to safeguard the physical and mental wellbeing of pregnant, postpartum, and breastfeeding employees.

Family Support

MediaTek supports employees' needs throughout different stages of life and provides a range of benefits that exceed statutory requirements to help employees care for their families.

Employees may apply for a childbirth gift allowance three months after the birth of a child, while baby welcome gifts may be collected after 32 weeks of pregnancy to celebrate the arrival of a new family member.

Employee utilization of family support benefits in 2025 was as follows:

- ▶ Marriage Gift Allowance: NT\$**10,000**; **385** allowances were granted in 2025.
- ▶ Childbirth Gift Allowance: NT\$**10,000** per child; **409** applications were received in 2025, with 418 allowances granted (some applications involved multiple births).
- ▶ Introduced a customized **MediaTek Baby Welcome Gift** to celebrate the arrival of new family members and extend sincere congratulations to employees and their families.
- ▶ Partnered with **22** contracted childcare centers and preschools, alongside to our company-operated preschool, to support employees' childcare needs.



Comprehensive Family Support to Enhance Employee Wellbeing

MediaTek supports employees throughout every stage of life and across all stages of family life. By supporting family life, we help build a strong and resilient workforce.

The MediaTek Baby Welcome Gift, designed specifically for newborns, includes infant clothing, bibs, blankets, training tableware, and teething toys to celebrate this important milestone and welcome new family members. In 2025, a total of 367 MediaTek babies were born in Taiwan and are growing up as part of the MediaTek family. We have long been committed to safeguarding the physical and mental wellbeing of employees and their families. In 2025, MediaTek launched the Smart Living Guide Seminar Series, covering a wide range of practical topics, including how to tailor personalized health examination plans, legal knowledge for handling traffic disputes in daily life, dementia prevention and care in response to an aging society, and techniques for self-relaxation and pain prevention. From physical self-examinations to simple exercises, the series helps employees incorporate healthy practices into their daily routines.

The series not only focuses on employee health, but also integrates support for daily living, financial wellbeing, and family needs, providing comprehensive wellbeing protection for employees and their families. In 2025, the seminars attracted **11,312** employee participants and **692** family member participants, with a satisfaction score of **4.9** out of 5.

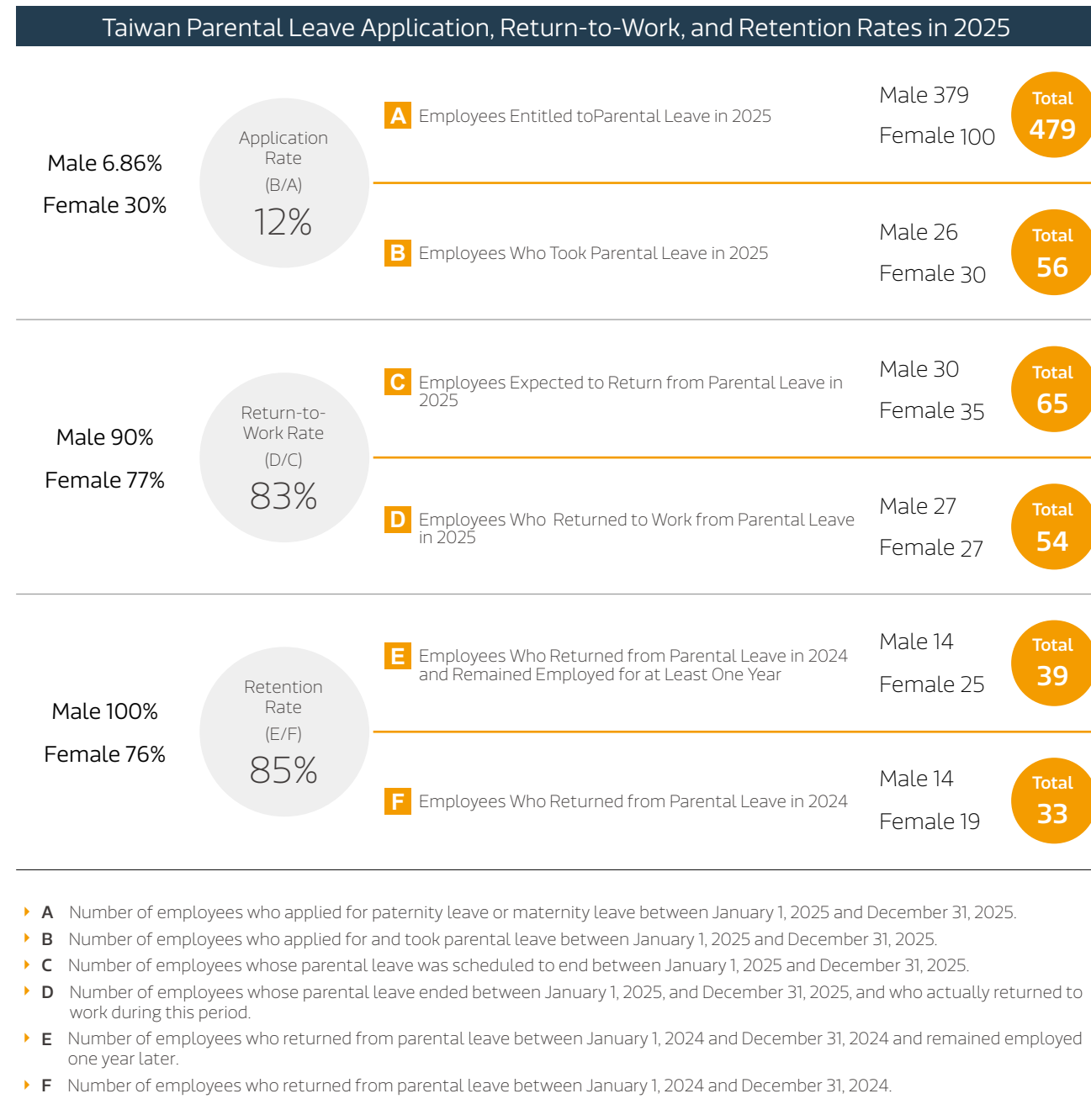
Maternal Health Protection

During the first year after childbirth, the Health Center team continues to monitor new mothers' physical and mental wellbeing, providing ongoing health support to help them maintain good health after returning to work. The Health Center maintains a company-wide maternal health protection roster, with physicians conducting individualized hazard assessments, risk classification management, and tailored health protection recommendations. In 2025, a total of 98 employees were covered by the maternal health protection program, and 89 physician consultations were conducted. In addition to continuous health support provided by the Health Center, designated priority parking spaces for pregnant employees are available in every building. These spaces are located near building entrances or elevators to reduce walking distances and minimize the physical burden during pregnancy, ensuring a safer and more convenient working environment. Each workplace is equipped with a standard lactation room. A total of 39 lactation rooms are available, capable of accommodating at least 41 employees simultaneously. These facilities received the Excellent Breastfeeding-Friendly Lactation Room Certification (valid from 2024 to 2027). All related facilities exceed regulatory requirements, equipped with dedicated breast milk refrigerators, health education materials, drinking water facilities, and bottle sterilizers. These facilities are continuously maintained and optimized to provide employees with a comfortable and supportive environment for breastfeeding and pumping.

Encouraging Childbirth

With the Labor Standards Act, that the Company shall not terminate an employment contract during an employee's maternity leave, MediaTek has offered 12 weeks (84 days) of maternity leave for female employees before and after childbirth since 2024 to support employees and their families through different life stages. Employees may also take leave to accompany their spouses for prenatal checkups during pregnancy, or to provide support on the day of childbirth or miscarriage and within 15 days before or after the event. These leave entitlements provide a combined total of 10 days of paternity and prenatal care leave, during which wages are paid as usual.

Taiwan Parental Leave Application, Return-to-Work, and Retention Rates in 2025



Employee Children Scholarship Program

MediaTek is dedicated to fostering a supportive workplace, and championing family-friendly policies. We regard the wellbeing of our employees and their families as a core component of our corporate social responsibility and sustainable development efforts.

To substantively support employees' family education, MediaTek established the Employee Children Scholarship Program, investing significant resources annually to encourage employees' children to pursue academic excellence. The program covers all educational levels in Taiwan, encompassing public and private universities, colleges, high schools, junior high schools, and elementary schools. Scholarship amounts are determined based on educational stages and academic performance, with a maximum of NT\$4,000 per

semester. In 2025, 5,660 scholarship applications were processed, with total disbursements amounting to NT\$9,338,000, benefiting 8,507 employees' children. Through this scholarship program, MediaTek recognizes students academic achievements and provides encouragement to employees' children, demonstrating deep care and support for our employees' families.

Protecting Employee Health: 2025 Healthy Workplace Results

Item	2025 Results
健康檢查	
Number of Contracted Health Examination Providers	16
Health Examination Program	<ul style="list-style-type: none"> In 2025, MediaTek launched the Flexible Health Examination Accumulation Program, building upon our existing health examination frequency and subsidy levels that already exceeded regulatory requirements. By integrating budget and leave balances, employees are empowered with greater flexibility in health management to undergo comprehensive examinations without taking additional personal leave or facing time constraints, ensuring peace of mind. In 2025, 9,981 employees and 3,988 family members participated. Post-examination data was analyzed to identify health risks. Based on the severity of any abnormal findings, employees were assisted in scheduling physician consultations and provided with health guidance and educational materials.
New Hire Health Examinations	<ul style="list-style-type: none"> 1,104 new hires completed health examinations Participation rate: 100%
Physical and Mental Wellbeing Questionnaire	<ul style="list-style-type: none"> Health risk assessment questionnaires were administered during annual health examinations to assess employee conditions related to musculoskeletal strain, psychological fatigue, and work stress. Results served as a crucial basis for planning health promotion programs, support initiatives, and workplace improvements. Employees requiring further assistance were provided with appropriate care, consultations, and professional referrals. All data was handled in strict compliance with privacy protection principles, used solely for health promotion, management, and care purpose.
Health Lectures	<ul style="list-style-type: none"> Smart Living Guide Lecture Series: 7 sessions, 11,312 engagements, satisfaction score of 4.9 out of 5
CPR + AED Training	<ul style="list-style-type: none"> 6 sessions, 244 participants, satisfaction score of 5.0
Health Services	
Health Center Consultations	<ul style="list-style-type: none"> 3,892 人次 ▶ 3,892 consultations
On-site Physician Services	<ul style="list-style-type: none"> 1,320 consultations
Massage Services	<ul style="list-style-type: none"> Massage therapists with visual impairments provided professional stress-relief massages, serving a total of 21,754 visits.
Blood Donation Activities	<ul style="list-style-type: none"> 9 blood donation drives, 1,008 participants, 1,643 units of blood collected
Influenza Vaccinations	<ul style="list-style-type: none"> 10 sessions, 2,720 doses administered
Pneumococcal Vaccinations	<ul style="list-style-type: none"> 9 sessions, 1,249 doses administered
EAP Services	<ul style="list-style-type: none"> Utilization rate: 3.4%
Health Promotion	
External Recognition	<ul style="list-style-type: none"> Certified as a Sports Enterprise by the Sports Administration, Ministry of Education
Fitness Center Usage	<ul style="list-style-type: none"> Internal facilities: 171,812 visits External facilities: 4,134 visits
Sports Events	<ul style="list-style-type: none"> Internal: 10 sporting events; 3,062 engagements in competitions and 9,523 engagements in championship prediction activities, totaling 12,585 engagements; satisfaction score of 4.7 out of 5 External: 84 employees participated in the Taipei Marathon



Chapter 4

Corporate Governance

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

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

ESG Highlights

Top 5% in Corporate Governance Evaluation

Continued to rank in the top 5% in the Corporate Governance Evaluation (sixth consecutive year).

Half of the Board is Independent

In 2025, one additional independent director was elected, with independent directors now holding more than half of the board seats.

1st Place in TCSA

Won 1st place in the TCSA Information Security Leadership Award (fourth consecutive year).

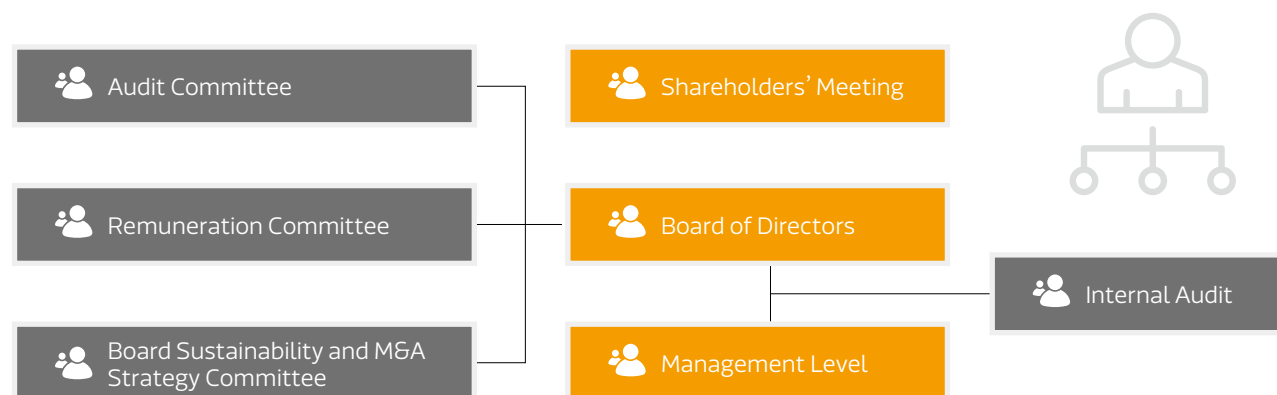
- + Ranked among the top 3 in the Asia (ex-Japan) Executive Team.
- + In 2025, the Board of Directors approved that the “Board Sustainability and M&A Strategy Committee” (formerly the “Board M&A Strategy Committee”) would oversee the Company’s major sustainability development policies and M&A strategy matters.



ESG

4.1 Governance Framework

Under the Board of Directors, MediaTek has established an Audit Committee to strengthen the independence of corporate governance and serve as the highest supervisory body for the Company's risk management; it has also established a Remuneration Committee, with the goal of maintaining a sound compensation system and continuously strengthening corporate sustainable development. In addition to the aforementioned statutory functional committees, the Company has also established a non-statutory M&A Strategy Committee, responsible for the evaluation and analysis of the Company's specific M&A cases and overall M&A strategy. In 2025, to fulfill the Company's sustainable development goals and strengthen sustainability governance, the former Board M&A Strategy Committee was renamed, upon approval by the Board of Directors, the "Board Sustainability and M&A Strategy Committee", which provides overall supervision of the Company's material sustainable development policies and M&A strategy matters.



All of the Company's Board members provide professional and objective opinions with a high degree of self-discipline and prudence. At the same time, the Company's management is committed to leading various departments in executing the annual sustainable development plan, with the goal of implementing measures targeting environmental, social, and corporate governance issues, and continuously refining MediaTek's sustainable development practices.

For more information on MediaTek's Board members, operations, and corporate governance report, please refer to MediaTek's [2025 Annual Report](#).

Board Members, and their Work Experience and Functions



Members

- MediaTek's Board members are all elected under the candidate nomination system in accordance with the Articles of Incorporation. The Company elected 9 directors to the 11th Board of Directors in accordance with the "Regulations Governing Election of Directors," including 5 independent directors (one of whom is a female independent director); Chairman Ming-Kai Tsai does not concurrently serve as the Company's President. All MediaTek Board members uphold a high degree of self-discipline and avoid conflicts of interest; the relevant requirements regarding conflicts of interest are also clearly stipulated in the "Rules of Procedure for Board of Directors Meetings." For any board agenda item(Note) bearing on the personal interests of a director or the legal person they represent, the director shall explain their interest in accordance with the relevant provisions of the Company Act and recuse themselves from discussion and voting. In addition, the Company has adopted a Board diversity policy, under which the composition of the Board should take diversity into consideration, electing members with diverse backgrounds and visions based on the Company's operations, operating dynamics, and development needs. Factors considered include but are not limited to gender, age, nationality, culture, educational background, professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience. For the list of Board members and their main educational and professional background, please refer to pages 3-7 of MediaTek's [2025 Annual Report](#).



Frequency of Meetings Convened

- At least once per quarter. In 2025, a total of 5 meetings were convened, with an attendance rate of 98.41%.



Responsibilities

- Establish an effective and appropriate internal control system
- Appoint and discharge the Company's managers
- Review the Company's management decisions and operational plans
- Prepare budgets and final accounts
- Supervise the major risks faced by the Company
- Prepare the business report
- Propose earnings distribution or loss make-up proposals
- Propose capital increase or decrease proposals
- Major asset or derivatives transactions
- Formulate the Company's major regulations
- Appoint independent auditors

Note: Before each board meeting, the Corporate Governance Unit notifies and provides the agenda in accordance with regulations to ensure directors are aware in advance and can recuse themselves if necessary.

4.1.2 Audit Committee



Members

- 5 independent directors.



Frequency of Meetings Convened

- At least once per year. In 2025, a total of 5 meetings were convened, with an attendance rate of 100%.



Responsibilities

- Establish or amend the internal control system
- Assess the effectiveness of the internal control system
- Matters involving directors' personal conflicts of interest
- Major asset or derivatives transactions
- Major loans, endorsements, or provision of guarantees
- Offering, issuance, or private placement of equity-type securities
- Appointment, dismissal, or compensation of the attesting CPA
- Appointment or dismissal of financial, accounting, or internal audit executives
- Annual and quarterly financial reports
- Oversight of risk management

4.1.3 Remuneration Committee



Members

- ▶ 2 independent directors and 1 external independent expert.



Frequency of Meetings Convened

- ▶ At least twice per year.
- ▶ In 2025, a total of 3 meetings were convened, with an attendance rate of 100%.



Responsibilities

- ▶ The main purpose is to review and evaluate the performance of directors and managers and the relevant compensation policies, and to provide objective and professional recommendations to the Board of Directors for reference. For more information, please refer to pages 24-25 of MediaTek's 2025 Annual Report.
- ▶ Regularly assess and determine the compensation of directors and managers
- ▶ Formulate and regularly review the policies, systems, standards, and structures for director and manager performance evaluation and compensation

4.1.4 Sustainability and M&A Strategy Committee



Members

- ▶ 7 directors (with expertise in business management, commercial management, corporate governance, financial risk management, industrial technology, strategy and organizational planning, energy management, artificial intelligence, and talent cultivation).



Frequency of Meetings Convened

- ▶ In 2025, a total of 2 meetings were convened in accordance with its organizational charter, all attended by members in person, with a 100% attendance rate.



Responsibilities

- ▶ Conduct strategic evaluations of the Group's M&A cases and report to the Board of Directors. To implement the Group's sustainable operations, in addition to discussions on specific M&A cases, the committee regularly discusses the Group's overall M&A strategy, reviews major investment cases and trends in the global industry, and grasps the risks and opportunities arising from changes in the external environment. To fulfill the Company's sustainable development goals and strengthen sustainability governance, in 2025 the Board of Directors approved that the Company's "Board M&A Strategy Committee" would oversee the Company's major sustainability development policies and M&A strategy matters, and it was renamed the "Board Sustainability and M&A Strategy Committee," leveraging directors' diverse expertise to help achieve the Company's short-, medium-, and long-term goals and sustainable development objectives. The establishment of this committee does not affect the exercise of the Audit Committee's authority; M&A matters that must be resolved by the Audit Committee under relevant laws and regulations shall still be reviewed by the Audit Committee in accordance with the law.

4.1.5 Corporate Sustainability Development Committee



Members

- ▶ The chairperson is served by the Vice Chairman who concurrently serves as the CEO, who also convenes executives from marketing, R&D, sales, human resources, supply chain management, legal, finance, internal audit, and the MediaTek Foundation as conveners and members.



Frequency of Meetings Convened

- ▶ Reports the annual ESG implementation priorities and performance to the Board of Directors at the beginning of each year. The Corporate Sustainability Development Committee reports at least once a year, focusing on the annual corporate sustainable development themes, overall performance, and improvement plans.



Responsibilities

- ▶ Corporate sustainable development is its highest guiding principle. It conducts departmental and related project planning by grasping the overall trends in the domestic and international economy, society, environment, and climate change. The six major task forces consolidate their respective operations and report to the chairperson. Annual planning includes:
- ▶ Review the previous year's implementation results and formulate the principal axis and direction of the year's corporate sustainable development, and coordinate communication between senior management and various departments
- ▶ Allocate various internal resources
- ▶ Control project progress
- ▶ Certification audits and award applications

4.1.6 Corporate Governance Unit



Members

- ▶ In accordance with the Company Act, Securities and Exchange Act, and other corporate governance regulations, the Company has established its Articles of Incorporation and organizational structure, with the Board of Directors as the highest authority for corporate governance. The Company appoints the head of the legal department as the Corporate Governance Officer, under whom the designated corporate governance unit, the "Corporate Legal Division," is established to handle corporate governance affairs to protect shareholders' equity and strengthen the Board's functions.



Responsibilities

- ▶ Handle matters related to Board and shareholders' meetings in accordance with the law, such as preparing minutes of Board and shareholders' meetings, assisting directors in taking office and continuing education, providing information directors need to perform their duties, assisting directors with legal compliance, reporting to the Board on the review results of independent director qualifications, completing company registration and registration of changes, and conducting the Board performance evaluation regularly in accordance with the Company's "Regulations Governing the Board of Directors' Performance Evaluation."
- With the assistance of the Corporate Governance Unit, Board members participated in diverse continuing education courses, including "In-depth Interpretation of IFRS 18 – Impact and Application of Corporate Financial Information (Parts 1 & 2)," "Outlook 2026: Domestic, International, and Cross-Strait Economic Situations," "New Thinking on the Semiconductor Industry Revolution Behind Artificial Intelligence," "Global and Taiwan Technology Industry Trends and Opportunities Amid Geopolitics," "ESG Investment and Corporate Social Responsibility," "M&A Practices and Case Analysis," and "Several Observations on Recent Developments in M&A Transactions," continuously keeping abreast of industry trends and effectively exercising the Board's functions. For details on Board continuing education, please refer to page 45 of MediaTek's 2025 Annual Report.

4.1.7 Corporate Governance Enhancements

MediaTek is committed to promoting and implementing corporate governance, including maintaining shareholder interests and treating shareholders equally, strengthening the Board structure and operation, enhancing information transparency, and advancing corporate sustainable development. MediaTek has established an Investor Relations section on its website, providing the investing public with downloadable Chinese and English annual reports, financial statements, dividend information, shareholders' meeting details, and other relevant information, and disclosing the Articles of Incorporation, corporate governance guidelines and other regulations, and major Board resolutions in the Corporate Governance section to help shareholders understand the Company's operations. MediaTek's promotion of corporate governance has earned high recognition, having ranked in the top 5% in the Corporate Governance Evaluation for six consecutive years.

Strengthening Board Diversity and Independence

- ▶ MediaTek fully understands and recognizes the importance of board independence. At the 2025 annual general meeting, one additional independent director was elected, bringing the proportion of independent directors to more than one-half of the board seats.

Strengthening the Risk Management Oversight Level

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

Enhancing the Board's Functions

- ▶ MediaTek amended the Company's "Regulations Governing the Board of Directors' Performance Evaluation" in 2021 to include an external performance evaluation mechanism, to be conducted once every three years; in 2025, an external professional independent organization was commissioned to conduct the overall external performance evaluation of the entire Board. In addition, the designated corporate governance unit conducts an internal performance evaluation each year. For the criteria, methods, and results of performance evaluations for the Board, functional committees, and individual directors, please refer to the Company's website or pages 15 and 20-21 of MediaTek's [2025 Annual Report](#).

Strengthening Corporate Governance and Enhancing Shareholder Rights

- ▶ In 2025, MediaTek released its CPA-audited annual financial report within two months after the end of the fiscal year and convened the annual general meeting earlier, at the end of May.

Strengthening the Information Security Management Mechanism

- ▶ In addition to the Information Security Committee regularly reviewing the implementation of cyber security, product security, and data security and reporting to the Board of Directors regularly, the Company appointed a chief information security officer in accordance with regulations in 2022. In 2025, it completed the certification update to the ISO 27001:2022 information security management system standard; following the completion of the establishment and certification of the "Automotive Cybersecurity Standard ISO/SAE 21434" procedures in 2024, in 2025 it further completed certification of its Dimensity automotive flagship products, meeting international standard compliance.

Improving Information Disclosure

- ▶ MediaTek holds an online investor conference each quarter, where the CEO and CFO personally inform institutional investors and the public about the Company's operating performance and long-term planning, with a live stream of the online investor conference also provided on MediaTek's website. After the online investor conference, replay files, press releases, and relevant announcements are also provided to help investors understand the Company's profile.
- ▶ MediaTek is committed to comprehensive information disclosure. In addition to uploading the Chinese and English annual reports 18 days before the shareholders' meeting and the Chinese and English meeting handbooks 30 days in advance, it discloses corporate governance, corporate sustainable development, and risk management information on MediaTek's website for investors to access, helping shareholders understand the Company's operations.

Strengthening the Audit Committee's Supervisory Functions over Financial Affairs

- ▶ MediaTek's quarterly financial reports for 2025 were all approved by the Audit Committee and submitted to the Board of Directors for discussion and resolution.

Improving Intellectual Property Management

- ▶ In addition to formulating an intellectual property management plan linked to operational goals and reporting to the Board of Directors regularly, in 2024 the Company continued to pass the "Taiwan Intellectual Property Management System (TIPS) Level A Certification Review" by the Industrial Development Administration, Ministry of Economic Affairs, valid until December 31, 2026.
- ▶ In 2025, the patent inventory system was optimized, and regular intellectual property asset inventories continued to be conducted to strengthen the patent deployment and patent quality of the Company's various product lines.
- ▶ Please refer to the Company's website or pages 76-77 of MediaTek's [2025 Annual Report](#).

Promoting Environmental, Social, and Corporate Governance (ESG) Sustainable Development

- ▶ The Company has established a greenhouse gas inventory and verification schedule plan, reported quarterly to the Board of Directors for control; the Company also reports to the Board and formally discloses it to the public.
- ▶ For the Company's 2050 net-zero greenhouse gas target, in 2025 an additional NT\$100 million was invested in green bonds (bond abbreviation: P14 TSMC 3A, code: B618E2), bringing the cumulative investment to approximately NT\$1.6 billion in total.
- ▶ In compliance with the competent authority's IFRS Sustainability Disclosure Standards, the Company established a cross-departmental IFRS Sustainability Disclosure Standards project team in the fourth quarter of 2024, and in subsequent years executes the project according to the Company's implementation plan and reports quarterly to the Board of Directors for tracking. (For details on the implementation plan, please refer to the [Company's official website](#).)

4.2 Financial Performance

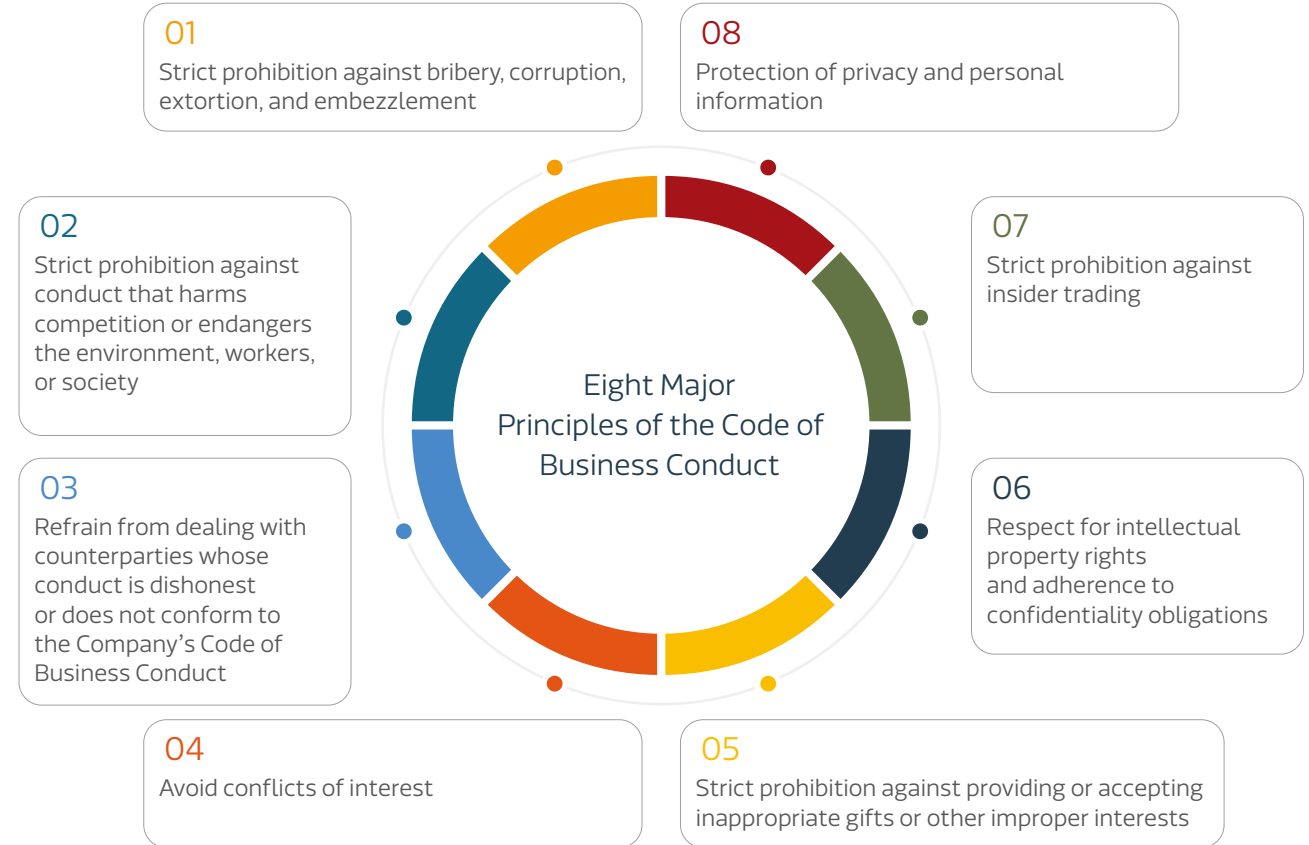
According to a statistical report by the research institution Gartner, the global semiconductor industry's total revenue in 2025 was US\$793 billion, of which MediaTek's market share was 2.3%, ranking 10th among global semiconductor companies; in addition, data from the research institution TrendForce showed that MediaTek ranked 5th among global IC design companies in 2025.

	2022	2023	2024	2025
Operating revenue (NT\$ hundred million)	5,488	4,334	5,306	5,960
Operating cost (NT\$ hundred million)	2,779	2,261	2,672	3,129
Employee salary and benefits (NT\$ hundred million)	992	864	1,012	1,031
Income tax expenses (NT\$ hundred million)	169	96	124	188
Net income (NT\$ hundred million)	1,186	772	1,071	1,061
Earnings per share (NT\$)	74.59	48.51	66.92	66.16
Return on Shareholder Equity	27.06%	18.89%	27.49%	26.06%
Cash dividend per share (NT\$)	76	55	54	53.5

4.3 Integrity and Legal Compliance

MediaTek is committed to practicing ethical management and legal compliance, regularly advocating the Company's core values while organizing internal training courses, such as IP information management and trade secret infringement prevention, to enhance employees' awareness and execution of ethical management and strengthen corporate governance. In terms of legal compliance, MediaTek continuously monitors domestic and overseas policies and regulations that may potentially affect the Company's business and finances, and has established various corporate governance regulations and procedures; the audit unit also inspects legal compliance in accordance with regulations and updates internal regulations accordingly. In addition, in accordance with the authorization of the Company's "Ethical Corporate Management Best Practice Principles" and "Code of Business Conduct," the Company has established the "Whistleblowing Procedures," clearly establishing the Company's whistleblowing channels and investigation procedures and protecting the legal rights of whistleblowers.

We adopt a zero-tolerance policy toward bribery and corruption, unfair competition, leaks and infringement, and insider trading. If, through the whistleblowing mechanism or verification by the internal audit unit, any employee is found to have violated the Code of Business Conduct or internal regulations, the violation shall be documented, investigated, and penalized in accordance with the relevant regulations to protect the Company's reputation for fairness and integrity. In 2025, MediaTek had no instances of major penalties for violations of unfair competition, bribery and corruption, labor and human rights, or environmental protection regulations on economic, environmental, or social issues (major penalties are determined by reference to the material information disclosure standards, using a penalty amount of NT\$1 million as the benchmark).



Whistleblowing Procedures

If an employee discovers any violation of the Code of Business Conduct or internal regulations, they may report it to their direct supervisor or to the Internal Audit Division. The whistleblower's personal information and the report content will be kept confidential and investigated by dedicated internal auditors.

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



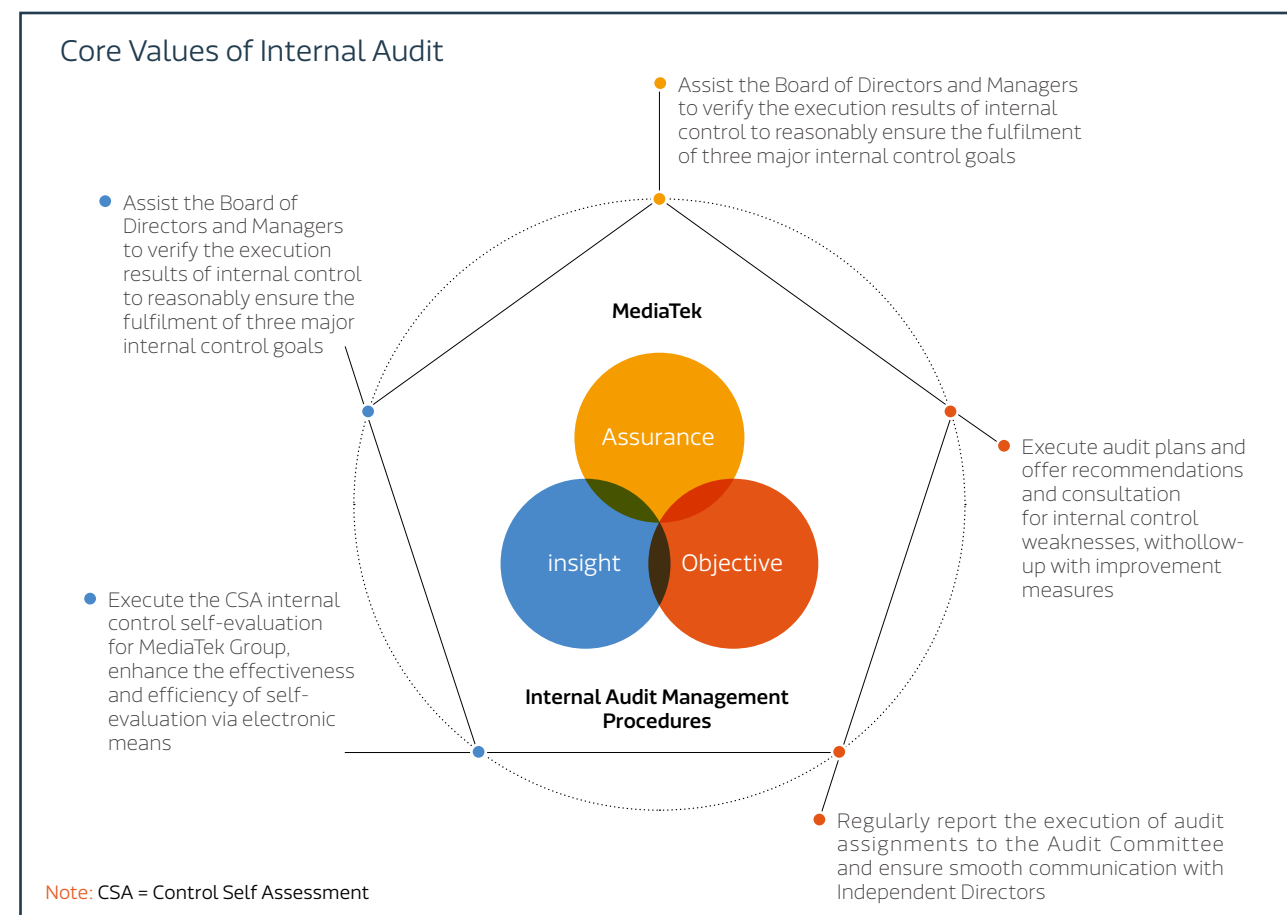
Training Courses Attended by Employees

2025 Training Course	Participants Completing Training	Total Training Hours	Training Completion Rate
Code of Business Conduct (Global Annual Training)	21,837	28,032.73	100%
Prevention of Insider Trading (Global Annual Training)	21,837	28,032.73	100%
Prevention of Trade Secret Infringement (Global Annual Training)	22,510	3,524.51	100%
IP Information Management (Global Annual Training)	22,510	3,524.51	100%
Personal Data Protection Policy	1,286	339	100%

4.4 Internal Audit

In accordance with laws and regulations, MediaTek has established a continuously improving internal control system and an Internal Audit Division under the Board of Directors. The Internal Audit Division reports to the Board of Directors and the Audit Committee to ensure its independence and professionalism. The Internal Audit Division performs its work according to an audit plan formulated based on risk assessment results and approved by the Audit Committee and the Board of Directors. The results of audit plan execution are reported regularly or as needed to the Audit Committee and the Board of Directors, while providing improvement recommendations and following up until improvements are completed.

MediaTek has announced the “Whistleblowing Procedures” on its company website, handling whistleblowing cases rapidly, fairly, and objectively and protecting the whistleblower’s identity during the reporting and investigation processes, thereby facilitating the functioning of the corporate governance mechanism.



Internal Audit Expertise

Professional Licenses Obtained	▶ Certified Public Accountant (CPA), Certified Internal Auditor (CIA), Certified Information Systems Auditor (CISA), Certified Fraud Examiner (CFE), ISO 27001 Information Security Management Lead Auditor
Total External Continuing Education Hours	▶ 84 hours
External Training Content	▶ Professional courses provided by the Institute of Internal Auditors-Chinese Taiwan and the Accounting Research and Development Foundation, including “Audit of the Annual Operating Plan and Budgeting Process”, “Examining Board Fiduciary Duties and the Effectiveness of Internal Controls”, “Analysis of Investment Cycles and R&D Cycles from an Operational Perspective”, “Examining Payroll Cycles and the Labor Incident Act from the Perspective of Corporate Governance”, “Internal Audit’s New Positioning through Case Studies: The Intersection of Ethics, Morality, and Law” and “Application of Artificial Intelligence in Internal Audit”.

Internal Control Implementation Results



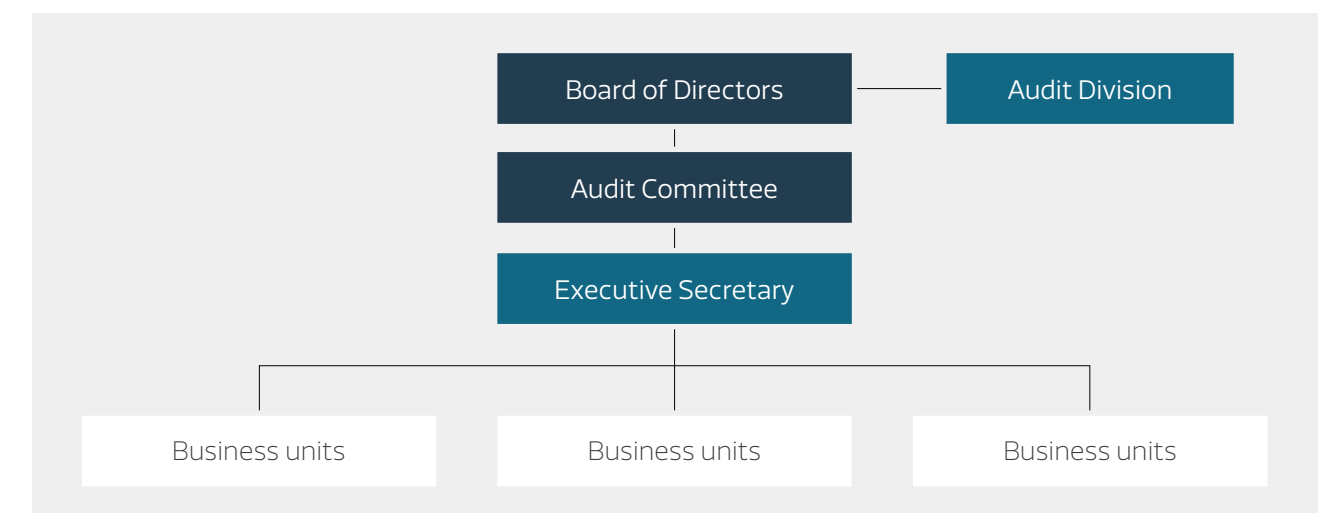
Incorporation of Sustainability Information into Internal Control

MediaTek follows the “Reference Items for Judging the Effectiveness of Internal Control Systems” issued by the competent authority and incorporates sustainability information management into its internal control system, and has established relevant operational procedures and documents, including management regulations for “Sustainability Report Preparation and Assurance,” “Material Issue Identification and Assessment,” and “Climate Change and Greenhouse Gas Inventory,” to ensure the completeness, accuracy, and reliability of sustainability information reporting. In 2025, the internal audit of sustainability information was completed.

4.5 Risk Management

Risk Management Organizational Framework

To ensure the Company’s sound operations and implement the Board’s risk management oversight function, the Company has established a “Risk Management Policy and Procedures” as the highest guiding principle for risk management across all units. To further strengthen corporate governance, the Company’s Board of Directors resolved in July 2023 to amend the “Risk Management Policy and Procedures,” elevating the unit overseeing the Company’s risk management to the Audit Committee, which is designated as the highest governing body for the Company’s risk management and reports to the Board at least once a year on the operation and effectiveness of risk management.



Risk Management Scope and Opportunity Benefits

Management Approach	Response	Opportunity Benefit
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Risk Dimension: Governance

Risk Issue: Business risks		
Impact: Affects the safety of MediaTek employees and equipment, causing interruptions in internal operations		
Business Continuity Plan (BCP)	<ul style="list-style-type: none">▶ Preventive measures for emergency accidents: Assess emergency events in advance that may affect employees, equipment, the environment, and other operations (e.g., epidemic hazards, fire, or wind disasters) and formulate preventive measures beforehand to reduce their frequency. Measures include environmental guidance and real-time monitoring, as well as personnel access control, regular advocacy, and real-time communication, to reduce the possibility of occurrence.	Properly managing business risks can protect our important asset — our employees. At the same time, it increases stakeholders' confidence in MediaTek's operations, especially for customers and suppliers, ensuring that the interests in business collaboration suffer minimal losses.
	<ul style="list-style-type: none">▶ Emergency response management procedures: When an emergency accident occurs in the office area or an emergency disaster occurs in a nearby office, with a tendency to escalate and threaten environmental safety and cause personnel or property damage, the relevant department heads serve as response members and take rescue measures, leveraging the mutual-aid group function to minimize disaster loss.	
	<ul style="list-style-type: none">▶ Emergency accident (injury) reporting and occupational hazard determination procedures: When all colleagues experience an injury or near-miss accident at the workplace, while commuting, or while out on business, employees can follow an appropriate handling method to minimize the degree of injury, and the causes and preventive methods are examined through investigation and review to prevent similar accidents from recurring.	
	<ul style="list-style-type: none">▶ Disaster backup management procedures: To ensure that when a disaster occurs, the backup mechanism can be initiated immediately so that the Company can continue operating unaffected.	Strengthen the collaboration between MediaTek and suppliers to effectively monitor suppliers' conditions.
	<ul style="list-style-type: none">▶ Outsourced factory emergency disaster reporting and response procedures: When an emergency disaster occurs at an outsourced factory, relevant personnel can follow this procedure to report and take response measures to promptly grasp, report, and adjust production and shipments. Determine the disaster level, collect disaster data, provide the impact on production and shipments, propose response measures, and follow up until the situation is resolved or production returns to normal.	
Risk Issue: Foreign exchange rate fluctuation		
Impact: Related to operating activities (when the currency in which revenue is earned or expenses are incurred differs from the Company's functional currency) and net investment in foreign operating entities		
Forward exchange contracts and currency swap contracts	<ul style="list-style-type: none">▶ Regularly review the difference between assets and liabilities denominated in non-functional currencies, and use forward exchange contracts and currency swap contracts to manage exchange rate risk; the amount of forward exchange and currency swap contracts is based on MediaTek's funding position requirements for each currency.	Effectively control the impact of exchange rate fluctuations on MediaTek's cash flow and asset value.
Risk Issue: Interest rate fluctuation		
Impact: Originating from floating-rate debt instrument investments, fixed-rate borrowings, and floating-rate borrowings		
Interest rate risk sensitivity analysis	<ul style="list-style-type: none">▶ For interest-rate-exposed items as of the end of the financial reporting period, including floating-rate investments and floating-rate borrowings, and assuming they are held for one accounting year, analyze the impact on MediaTek's profit or loss when interest rates rise/fall by 10 basis points.	Forecast the financial impact of interest rate fluctuations.

Management Approach	Response	Opportunity Benefit	
Risk Issue: Information security			
Impact: Cyberattacks, product security concerns, and information leaks may harm goodwill and the protection of intellectual property rights, leading to serious problems such as business interruption, financial losses, or legal/contractual violations			
Information Security Committee	<ul style="list-style-type: none">▶ The convener is served by a Vice President or above, who regularly reviews the implementation of cyber security, product security, and data security, and reports the information security inspection status to the Board of Directors regularly each year. The Information Security Committee convenes at least once every six months and may convene a meeting at any time as required by information security risk management.	Adhere to information security policies and IP information and product security management regulations, regularly review the effective operation of the information security control system, and strengthen MediaTek's resilience and responsiveness to cyberattacks; in addition to avoiding financial losses and legal/contractual violations, this also builds solid and trustworthy customer relationships and brand image.	
Cyber Security Management	<ul style="list-style-type: none">▶ To strengthen cyber security management, MediaTek observes and reviews its own information security posture and, with reference to the U.S. National Institute of Standards and Technology cybersecurity framework, formulates cyber security protection and control measures: 1 Govern, 2 Identify, 3 Protect, 4 Detect, 5 Respond, 6 Recover.		
IP Information Management	<ul style="list-style-type: none">▶ Implemented in accordance with the internally established IP information management regulations, comprising a total of 14 provisions that clearly define the regulated behavior, target audience, region, confidentiality labeling, and training mechanisms, to prevent important information assets from being intentionally or unintentionally damaged, exposed, lost, tampered with, inappropriately accessed, copied, transmitted, or used. Each region or unit conducts safety education and training or advocacy according to the needs of different types of work to raise employees' safety awareness, including incorporating IP information management into the onboarding training for new recruits and conducting communication and advocacy at least once a year. The Internal Audit Division conducts information security audits each month, and the audit results are reported to executives and the committee. For important technologies, document classification protection, and the R&D environment, the Internal Audit Division conducts annual audits to assist business units and IT in strengthening information security protection mechanisms.		
Product Security Management	<ul style="list-style-type: none">▶ In accordance with the Company's "MediaTek Product Security Management Policy," the "Product Security Office" collaborates with the product security teams of each product line to fully implement the "Product Security Development Life Cycle (PSDLC)" procedure across different product development stages — from requirements, design, coding, testing, and delivery to maintenance — and conducts regular audits to achieve product security quality objectives.▶ Requirements stage: Conduct security requirements analysis, risk assessment, and third-party software review and management.▶ Design stage: Confirm secure design specifications and conduct secure architecture analysis and threat model analysis.▶ Development stage: Define secure coding specifications and perform secure code reviews.▶ Testing stage: Execute static code scanning, open-source third-party vulnerability scanning, dynamic security testing, and fuzz testing.▶ Delivery stage: Confirm secure configuration and integrity, and deliver products to customers via secure channels.▶ Maintenance stage: After mass production, perform vulnerability remediation and disclosure, implement a vulnerability reward program, conduct vulnerability analysis management and vulnerability intelligence gathering and analysis, and manage post-mass-production changes.		
	In addition, the Company continues to advance the following security activities to enhance product security quality:		
	<ul style="list-style-type: none">1 Obtained the first batch of automotive ISO/SAE 21434 product certificates: For automotive products with higher security requirements, MediaTek has established relevant procedures in accordance with the "Automotive Cybersecurity Standard (ISO/SAE 21434)" and, in addition to completing "process certification," further obtained the first wave of "automotive product certification," meeting the compliance needs of the automotive market and customers.2 Implemented product security key audits: Starting in 2025, quarterly security key audits are conducted to ensure that important assets are not leaked.3 Strengthened third-party open-source software management: In Q4 2025, an "Open Source Program Office (OSPO)" was established, dedicated to the governance, responsibility, training, and auditing of open-source software.		

Management Approach	Response	Opportunity Benefit
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Risk Dimension: Environment

Risk Issue: Climate change		
Impact: To mitigate the occurrence of extreme weather, the global community pays close attention to whether companies comply with various environmental protection trends or standards		
Environmental and occupational safety and health management, and green product policies	Each year, the Company reviews international environmental protection trends, formulates environmental protection measures according to operational needs, and conducts internal education and training and advocacy so that employees are aware of the impact of climate change, understand the Company's annual environmental protection direction, and comply with various environmental protection policies in their business activities. This issue is identified as material and managed by the Corporate Sustainability Development Committee in accordance with the TCFD recommendations; for relevant details, please refer to 5.2 Climate-related Risk and Opportunity Management .	Enhance MediaTek's green competitiveness and create differentiated value.

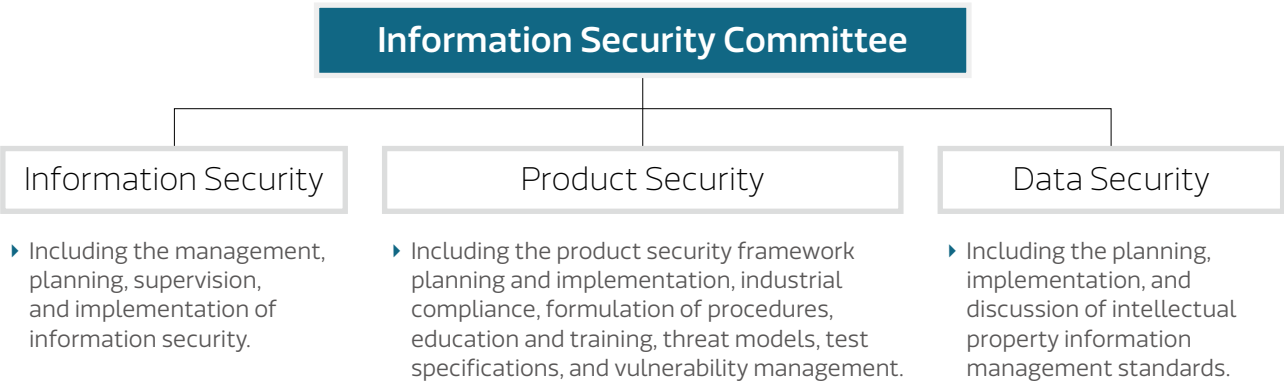
Risk Dimension: Social

Risk Issue: Human rights risks		
Impact: Regularly assess employee human rights risks to prevent illegal activities and the deterioration of labor relations.		
International human rights conventions, local labor regulations, and convening labor-management meetings	The Company recognizes and supports the spirit and principles of human rights protection set forth in international human rights conventions (such as the United Nations Universal Declaration of Human Rights) and has established the "MediaTek Human Rights Policy" to eliminate acts that infringe or violate human rights, committing to fulfilling its responsibility to protect human rights and strictly complying with local government regulations. Regarding labor relations, the Company regularly convenes labor-management meetings where both parties communicate and reach consensus on human rights policy implementation, the work environment and conditions, and policy and compensation-related issues, ensuring transparent information and smooth communication between labor and management.	By building a friendly and inclusive workplace, employees have the opportunity to realize their potential and receive reasonable compensation, shaping a strong employer brand image.

4.6 Information Security Management

4.6.1 Information Security Management Framework

For the purpose of managing information security risks, MediaTek has established an Information Security Committee, convened by a Vice President or above, which regularly reviews the implementation of cyber security, product security, and data security. It convenes at least once every six months and may convene a meeting at any time as required by information security risk management, and reports the information security inspection status to the Board of Directors regularly each year.



4.6.2 Information Security Management Strategy

MediaTek has a dedicated information security unit to ensure the effectiveness of information security incident handling, and requires all suppliers to comply with MediaTek's information security policies, regularly assesses suppliers' information security levels, and establishes effective supplier information security communication channels. In addition, information security requirements and regulations are incorporated into outsourced information system contracts, with vulnerability patching principles clearly defined to prevent vulnerabilities in outsourced systems from affecting the Company's business, in order to build a trustworthy enterprise environment.

In formulating information security control measures, MediaTek references the NIST Cybersecurity Framework (CSF) standard and integrates control measures for govern, identify, protect, detect, respond, and recover into routine operating procedures, including formulating information security regulations, formulating and implementing corresponding defense measures, establishing a mechanism for real-time detection of information security incidents and alarms, setting up a response team, and formulating a data backup plan. These information security control measures are established to ensure that products have no security or privacy vulnerability concerns and to strengthen information security resilience.

In addition, with the advent of the era of widespread AI applications, the Company also incorporates AI application security issues into the Information Security Committee's regular discussions.

4.6.3 Implementation of the Management System and Management Results

Since 2020, the Company has continued to verify its information security implementation. Through multiple information security technologies, including red team exercises and inspecting corporate network boundaries to strengthen endpoint access security, it identifies protection blind spots in the corporate framework to perfect cloud information security protection and refine control measures. In 2025, it completed the ISO 27001:2022 information security certification transition, strengthening information security governance and operational resilience. At the same time, the Company values the information security protection of upstream and downstream supply chains and customers, regularly assesses suppliers' information security management measures, and has held a supplier information security forum annually since 2022, inviting professional consultants and industry experts to share information security governance indicators to progressively enhance suppliers' information security capabilities. Following the completion of the establishment and certification of the "Automotive Cybersecurity Standard ISO/SAE 21434" procedures in 2024, in 2025 it further completed certification of its Dimensity automotive flagship products, meeting international standard compliance.

In 2025, MediaTek won 1st place in the TCSA Information Security Leadership Award, retaining the top spot for four consecutive years. The production and sales platform won the IT Matters Award for digital transformation, enhancing customer trust and market competitiveness. Externally, MediaTek continues to support the Ministry of Education's information security talent cultivation program through industry-academia cooperation, paying attention to and cultivating the information security talent needed by the industry in multiple ways, demonstrating itself as a corporate information security role model.

4.7 Investor Relations

4.7.1 Shareholder Service

In 2025, MediaTek participated in more than 30 domestic and international forums and roadshows, convened 4 online investor conferences, and conducted more than 350 institutional investor interviews, serving nearly 8,000 global investor visits throughout the year; it has repeatedly received awards from Extel (formerly Institutional Investor) in recognition of the Company's shareholder service.

According to the 2025 Asia (ex-Japan) Executive Team rankings for the semiconductor industry published by the globally authoritative magazine Extel (formerly Institutional Investor), the Company ranked in the top 3 in the Best ESG, Best CEO, Best CFO, Best IR Professional, Best IR Team, and Best IR Program categories.

MediaTek attaches great importance to feedback from global investors. In addition to establishing a spokesperson system, it has designated personnel to collect and disclose the Company's real-time information for stakeholders' reference. At the same time, through domestic forums, roadshows, and institutional investor interviews, the Company interacts with investors and listens to their advice, which serves as an important reference for future development strategies.

MediaTek holds a shareholders' meeting each year and faithfully executes matters requiring shareholders' meeting resolutions in accordance with the rules of procedure to implement the protection of shareholder rights. To maintain smooth two-way communication channels with global shareholders and investors, MediaTek has implemented electronic voting since 2012 and accommodates the company visit needs of domestic and foreign investors to comprehensively collect the opinions of shareholders and investors.



Spokesperson
David Ku



Acting spokesperson
Jessie Wang

Collection and disclosure of
company information

Jessie Wang

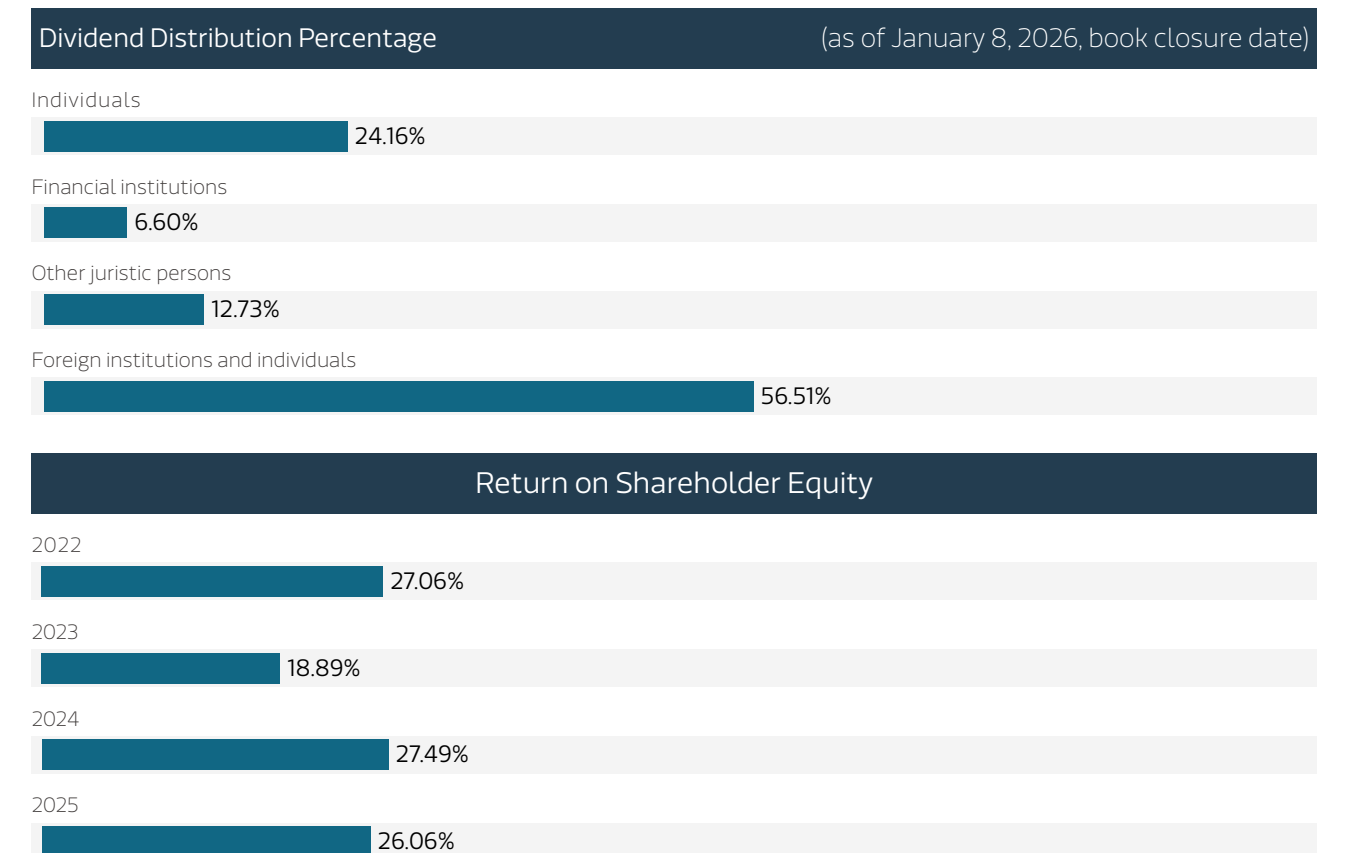
Telephone number 886-3-567-0766
Email ir@mediatek.com



4.7.2 Dividend Policy

In accordance with MediaTek's Articles of Incorporation, the dividend distribution policy must take into account factors such as the Company's current and future investment environment, capital needs, domestic and international competition, and capital budgeting, balancing shareholder interests and the Company's long-term financial planning. In accordance with the law, the Board of Directors prepares the distribution proposal, reporting the cash dividend distribution to the shareholders' meeting or submitting the stock dividend distribution proposal to the shareholders' meeting for resolution. The Company may distribute all distributable earnings based on financial, business, and operational considerations, with shareholder bonuses distributed in cash or stock, and the proportion of cash dividends not lower than 10% of total shareholder dividends.

Pursuant to the Board of Directors' resolution under the aforementioned Articles of Incorporation, and in conjunction with the Company's financial and business development goals and planning, in the absence of other special considerations, the Company's dividend distribution is, in principle, 80%-85% of the after-tax net profit for the current period.





Chapter 5

Environmental Management

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

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

ESG Highlights

53 Global Sites Implemented Carbon Management Systems

Implemented a carbon management system across 53 global sites including subsidiaries, completing GHG inventory and assurance operations 2 years ahead of regulatory requirements.

17% Higher Energy Efficiency

Our overall Power Usage Effectiveness (PUE) reached 1.33 in 2025, with energy efficiency improved by 17% compared to traditional data centers.

Carbon Reduction Benefit of 40,067 ton CO₂e

In 2025, multiple carbon reduction-related continuous improvement projects were executed, achieving a carbon reduction benefit of approximately 40,067 tons CO₂e per year.

Local Procurement reached NT\$307 billion

Group-wide local procurement reached NT\$307 billion.

- + All operational buildings across Taiwan use LED lighting.
- + Our self-built renewable energy installations generated approximately 860,000 kWh of electricity in 2025, a significant increase from 176,000 kWh in 2024.
- + Published the Biodiversity Statement and corresponding measures in 2025.
- + Applied for and passed the SBT (Science Based Targets) review in 2024, progressing toward the 2050 net-zero target.



ESG

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 in IC design. All back-end processes involving raw material procurement, OEM manufacturing, packaging, and testing are carried out by suppliers (hereinafter referred to as “suppliers”), which results in the formation of partnerships characterized by professional division of labor and mutual cooperation. Therefore, supply chain management is MediaTek’s top priority in addressing operational and climate-related risks. We are committed to promoting sustainable development with our supply chain partners.



Management Action	2025 Results	Short-term Target 1-3 years	Mid-to-long-term Target 3-10 years
Management Strategy: Responsible Supply Chain Management Mechanism			
Management Item: Supplier Code of Conduct			
Require all suppliers to sign the Code of Conduct Commitment	100% of suppliers signed MediaTek’s Code of Conduct Commitment	Continue requiring other suppliers to complete RBA SAQ or VAP audit, and increase the number of completions	Continue requiring other suppliers to complete RBA SAQ or VAP audit, achieving 100% completion
Audit supplier compliance with the Code of Conduct	100% of key suppliers obtained RBA VAP audit or SAQ		
Management Item: Supplier Risk Assessment			
Supplier Sustainability Risk Assessment Mechanism	Zero high-risk suppliers in 2025	Continue to maintain zero high-risk suppliers	
Key Material Risk Management	100% procurement of responsible minerals Established supplier real-time reporting mechanism for non-compliant conflict mineral smelters	Require suppliers to procure 100% responsible minerals, with timely and regular reporting of smelter changes, ensuring 100% compliance	
Management Item: Supplier Sustainability Evaluation			
Key supplier corporate sustainability scoring standards evaluation process	100% completion of supplier evaluations, with 100% passing (> 60 points), and continued promotion of continuous improvement proposal activities tracked in the following year’s evaluation	Continue to increase the number of evaluated suppliers	
Management Item: Local Procurement			
Continue to increase local procurement spending	Local procurement spending reached NT\$307 billion	Continue to increase local procurement spending	

Management Action	2025 Results	Short-term Target 1-3 years	Mid-to-long-term Target 3-10 years
Management Strategy: Promoting Green Supply Chain			
Management Item: Supply Chain Energy-Saving and Water Conservation Production Management			
Encourage key suppliers to promote energy-saving action plans across the full production process of MediaTek products	Action plan: Carbon reduction in MediaTek product manufacturing totaling 32,571 (ton CO ₂ e/year)	Continue requiring suppliers to implement energy-saving and carbon reduction in production, with annual energy savings increasing at least 1% over the previous year	Reduce MediaTek product greenhouse gas emissions (S1 + S2) by 25% (compared to 2020)
Encourage key suppliers to promote water-saving action plans across the full production process of MediaTek products	Action plan: Water-saving actions in MediaTek product manufacturing equivalent to carbon reduction totaling 1,763 (ton CO ₂ e/year)	Continue to increase water recycling rate	
Management Item: Supply Chain Renewable Energy Usage Management			
Survey key suppliers’ renewable energy installation plans	Collaborated with key suppliers based on future production capacity to jointly plan a net-zero roadmap for MediaTek products, with detailed short-, medium-, and long-term renewable energy usage ratios and carbon reduction targets for MediaTek products, to achieve a 25% reduction in greenhouse gas emissions from MediaTek product manufacturing by 2030 compared to the baseline year (2020)	Continue requiring suppliers to reduce carbon emissions, with annual carbon intensity decreasing at least 2% over the previous year	By 2030, reduce greenhouse gas emissions from MediaTek product manufacturing by 25% compared to the baseline year (2020)
Jointly develop renewable energy usage plans for MediaTek product lines			
Regularly track suppliers’ renewable energy usage ratios	Established a supply chain automated management system to collect suppliers’ renewable energy usage ratios and GHG emissions for MediaTek product lines		
Management Item: Supply Chain Greenhouse Gas Management			
Jointly develop net-zero roadmap for MediaTek products	(Same as above)	Continue requiring suppliers to reduce carbon emissions, with annual carbon intensity decreasing at least 2% over the previous year	By 2030, reduce greenhouse gas emissions from MediaTek product manufacturing by 25% compared to the baseline year (2020)
Regularly track supplier greenhouse gas emissions			
Conduct workshops for education and training	100% of key suppliers participated in the Sustainable Supply Chain Net-Zero Workshop - promoting low-carbon manufacturing in Tier 2 supply chain, completed Tier 2 supply chain carbon inventory capability survey, and formulated the first-phase promotion list selection, plan, and targets		
Improve supplier carbon information	100% of Tier 1 suppliers obtained third-party verification for ISO 14064-1 greenhouse gas inventory and ISO 14067 product carbon footprint	Continue requiring suppliers to obtain third-party verification for ISO 14064-1 GHG and ISO 14067 product carbon footprint	
Management Item: Supply Chain Waste Reduction Management			
Encourage suppliers to promote circular economy and resource efficiency improvement in the production processes required for MediaTek products, enabling waste reduction, regeneration, or reuse	Action plan: Improved resource efficiency in MediaTek product manufacturing equivalent to carbon reduction exceeding 5,732 (ton CO ₂ e/year)	Continue requiring all suppliers to implement circular economy practices, with at least three new suppliers added	100% of suppliers implement circular economy practices

5.1.1 Supplier Code of Conduct

In 2015, MediaTek officially incorporated principles and initiatives such as the Responsible Business Alliance (RBA) Code of Conduct, the International Labour Organization (ILO) Tripartite Declaration of Principles, and the UN Universal Declaration of Human Rights into its Supplier Code of Conduct, requiring all suppliers to respond to and comply with these standards. As a premier enterprise in the global electronics industry supply chain, MediaTek continues to safeguard the collective rights and well-being of its personnel. The Supplier Code of Conduct we have formulated encompasses five major dimensions: Labor and Human Rights, Health and Safety, Environmental Protection, Professional Ethics, and Management Systems, with a total of 39 corresponding indicators, continuously responding to internationally valued social responsibility standards. Since 2023, all of MediaTek's suppliers have completed their signings.



Code of Conduct-
Responsible Business
Alliance



Universal Declaration of
Human Rights



International Labor Office
Tripartite Declaration of
Principles

MediaTek Supplier Code of Conduct				
Management System	Professional Ethics	Labor and Human Rights	Environmental Protection	Health and Safety
<ul style="list-style-type: none"> Company commitment Management duties and responsibilities Laws and customer requirements Risk assessment and management Training and communication Employee feedback and participation in audits and evaluations Corrective measures Documentation and records Supplier responsibilities 	<ul style="list-style-type: none"> Ethical management No improper gains Information transparency Intellectual property rights Fair trade Advertising and competition Whistleblower confidentiality and prevention of retaliation Privacy 	<ul style="list-style-type: none"> Non-discrimination Prevention of harassment and abuse Prohibition of employment of child labor Freedom of choice regarding working hours Salary and allowances 	<ul style="list-style-type: none"> Environmental permits and reports Pollution prevention and resource conservation Energy consumption and GHG emissions Wastewater and solid waste management Waste gas emissions Substance control Hazardous substances 	<ul style="list-style-type: none"> Occupational safety Emergency preparedness Work injuries and occupational diseases Industrial hygiene Manual labor Machine guarding Public health and food safety Health and safety information

SDG 5.2 SDG 8.5 SDG 8.7 SDG 8.8 SDG 10.3

5.1.2 Supplier Human Rights Management

MediaTek is committed to focusing on important human rights issues and working together with supply chain partners to protect and respect human rights. MediaTek regularly assesses potential human rights risks in its operations and develops mitigation and remedial measures. For MediaTek's human rights policy, human rights due diligence process, and employee human rights risk assessment results, please refer to Section [3.1.1 Human Rights Management](#).

Supplier Human Rights Risk Assessment

This assessment covers Taiwan headquarters suppliers. Assessment topics include "physical and mental health work environment," "discrimination and inequality," "unequal pay for equal work," "workplace harassment and sexual harassment," "forced labor," "wages and benefits," "working hours and work-life balance," "employment conditions," "freedom of association and collective bargaining," "human trafficking," "privacy rights," and "child labor and underage workers." Through questionnaire interviews by the supplier management department and analysis of inherent risks by supplier country and industry, comprehensive assessment of human rights risk issues in operations is conducted, and mitigation and remedial measures are developed based on salient human rights issues.

Salient Human Rights Issues	Mitigation Measures	Remedial Measures
Working hours and work-life balance	<ul style="list-style-type: none"> Require all suppliers to sign the "Supplier Code of Conduct." 100% supplier signing was achieved in 2025. For details on the dimensions of the Supplier Code of Conduct, please refer to Section 5.1.1 Supplier Code of Conduct 	<ul style="list-style-type: none"> Provide guidance and improvement support for suppliers ranked lower in evaluation scores, encouraging them to reference benchmark suppliers' practices for continuous improvement in sustainable development. Please refer to Section 5.1.5 Key Supplier Management
Workplace harassment and sexual harassment	<ul style="list-style-type: none"> Execute new and annual supplier sustainability risk assessments and evaluations, as detailed in Section 5.1.3 New and Annual Supplier Sustainability Risk Assessment Standards Continue promoting suppliers to complete RBA SAQ self-assessments or VAP on-site audits, with increasing numbers of completions each year. In 2025, 100% of key suppliers obtained RBA SAQ self-assessments or VAP on-site audits 	
Supplier employment conditions		

5.1.3 New and Annual Supplier Sustainability Risk Assessment Criteria

SDG 12.7

As the issues of concern to global customers and even the general public have gradually expanded from price, quality, and service standards to social and environmental regulatory standards and legal responsibilities in respective nations, MediaTek has consolidated evaluation standards across three major dimensions—economic, social, and environmental—to monitor the supply chain's strict compliance and continuous strengthening of corporate governance, energy conservation and carbon reduction, green procurement and production, employee care, and expanded social engagement in corporate sustainability. This aims to prevent risks from improper management at any link that could cause environmental pollution, product quality anomalies, production capacity and manpower shortages, and other harms to stakeholder interests. Such risks would cause shipping irregularities, rising costs, and declining revenues for MediaTek, thereby affecting the Company's reputation, image, and competitiveness. MediaTek requires all new suppliers to meet this assessment standard, and existing suppliers are also continuously tracked and evaluated annually for suitability.

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

Dimension	Management Dimension	Management Standards	Evaluation Weighting	Achievement Rate 2023	2024	2025
 Economic	<ul style="list-style-type: none"> Firm commitment to enhance product quality in line with MediaTek's deployment strategy, pursuing the highest quality standards in cooperation with suppliers, and ongoing improvements and development of innovative technologies 	<ul style="list-style-type: none"> Delivery times, production capacities, services, engineering yield rates, new product introduction, ISO 9001 Quality Management System, IATF 16949 Automotive Quality Management System 	34%	100%	100%	100%
 Environmental	<ul style="list-style-type: none"> Firm commitment to ensuring suppliers do not use hazardous substances, while adopting eco-friendly green design from the source of the product lifecycle, requiring suppliers to jointly practice green innovation 	<ul style="list-style-type: none"> ISO 14001 Environmental Management System, QC 080000 HSPM Hazardous Substance Process Management, Sony Green Partner Standard 	33%	98%	98%	98%
 Social	<ul style="list-style-type: none"> Ensuring suppliers fulfill social responsibilities, comply with international labor rights, and provide/promote a healthy and safe workplace 	<ul style="list-style-type: none"> MediaTek Supplier Code of Conduct, Responsible Business Alliance Code of Conduct, SA 8000 Social Accountability International Standard, Conflict-Free Minerals, ISO 45001 Occupational Health and Safety Management System 	33%	97%	97%	97%

Note: Only a very small number of suppliers have not yet obtained ISO 45001 and QC 080000 certifications in the current year. However, these suppliers have established comprehensive management systems by 2025 and have implemented regular internal audit and self-assessment systems. Based on our Company's annual evaluation review of their internal audits and self-assessment results, their management operations are assessed as low risk.

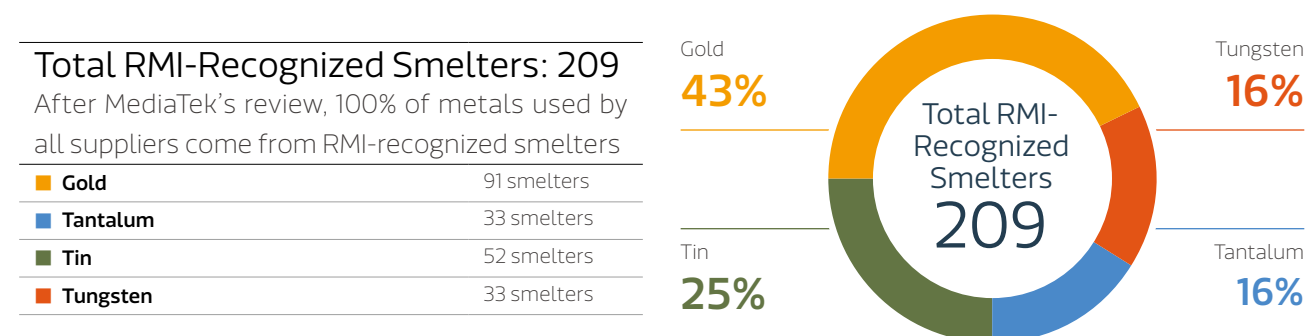
5.1.4 Key Material Risk Management

SDG 16.2

As the front-end of the semiconductor value chain, in addition to applying innovative technologies to reduce the environmental and social impacts of our products, MediaTek conducts risk management for key materials in product manufacturing through requirements and selections for the supply chain, including conflict mineral surveys and local procurement, to achieve corporate sustainable development.

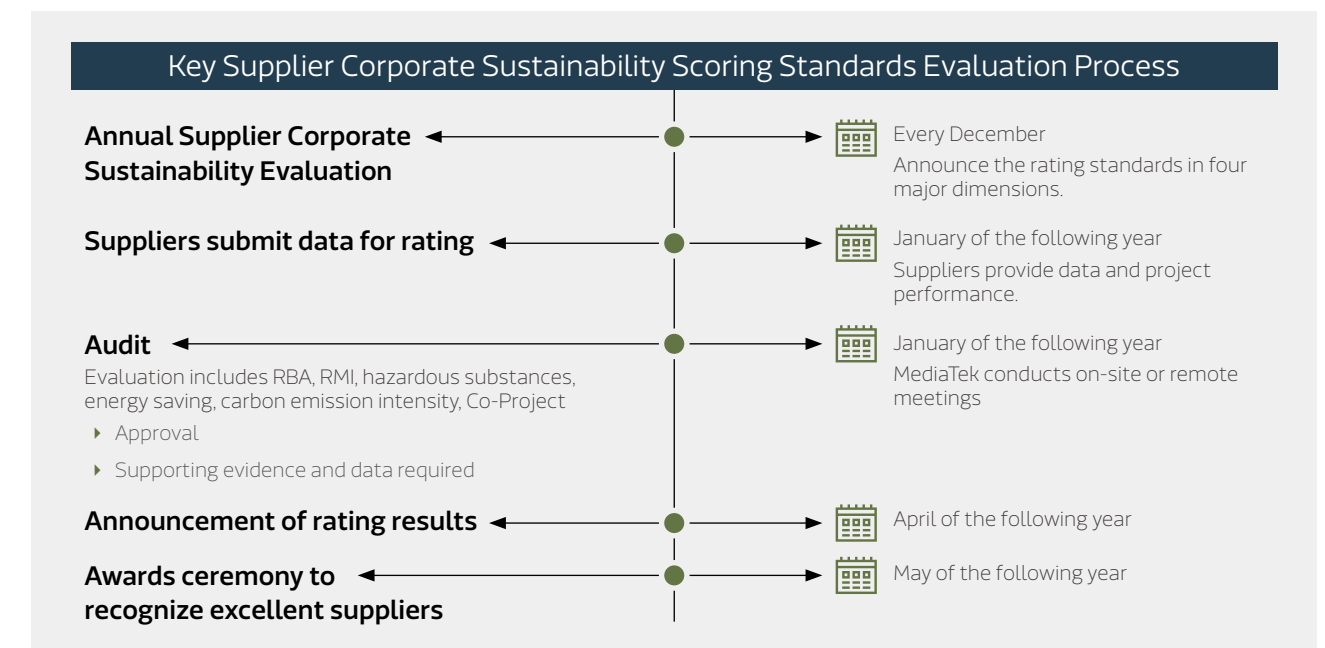
Conflict Minerals

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 (CFSP)," the "Responsible Business Alliance (RBA)," and the "Global e-Sustainability Initiative (GeSI)," we require our suppliers to provide a "Conflict-Free Metal Guarantee" to demonstrate that the metals used in their products are not sourced from conflict zones. In addition to 3TG due diligence, we have been utilizing the CRT (Cobalt Reporting Template) to conduct cobalt surveys on suppliers since 2018. All suppliers are required to disclose all smelter information in detail.



5.1.5 Key Supplier Management

To strengthen the effectiveness of supplier management, MediaTek established supplier corporate sustainability scoring standards. For "key suppliers" —namely suppliers that have a significant impact on MediaTek's product quality and production schedules, or suppliers whose procurement amounts and proportions reach the materiality threshold—we conduct focused management to improve the quality and sustainability of green procurement practices and manage operational risks.



100% of supplier evaluations were completed, with 100% passing (> 60 points), and the continuous improvement proposal activities are continued and tracked in the following year's evaluation. For suppliers ranked lower in scores, MediaTek continues to actively provide guidance for improvement, encouraging them to reference benchmark suppliers' practices for continuous enhancement of sustainable development, strengthening the supply chain's support for MediaTek's sustainability initiatives, and jointly achieving sustainability excellence for MediaTek products with ongoing progress. After the annual announcement of evaluation results, recognition and presentation of the MediaTek Best Sustainability Partner Supplier Award takes place at the Annual Supplier Conference to encourage and thank suppliers for their close cooperation and proactive implementation of MediaTek's sustainability goals in the past year, building a sustainable development value chain together with MediaTek.

5.1.6 Local Procurement

MediaTek upholds the principle of local procurement, aiming to keep economic development opportunities for local residents while also reducing carbon emissions from material transportation. Group-wide local procurement spending for the year reached NT\$307 billion, with both raw materials and general procurement being the primary sources.

Procurement Type	Procurement Items
Raw material procurement and testing	Wafers, IC chip packaging, chip testing
General procurement	Suppliers provide instruments and equipment, hardware facilities and maintenance parts and consumables, application software, testing services, and other items

5.1.7 Actions Harnessing MediaTek Influence SDG 13.3

MediaTek upholds the spirit of corporate citizenship and proactively promotes corporate sustainable development. To fulfill its own responsibility and that of its suppliers, the Company has formulated a Supplier Code of Conduct, aspiring to jointly fulfill corporate citizenship responsibilities with suppliers. Based on a comprehensive evaluation system, an incentive mechanism has been established to encourage suppliers to continue their efforts in corporate sustainability performance.

5.1.7.1 Actions Harnessing Influence on Suppliers

Our supply chain management vision is closely aligned with our business philosophy. We continue to monitor and comply with international social responsibility-related declarations and standards, aiming to drive sustainable growth of the value chain. MediaTek’s journey in practicing responsible supply chain management is as follows:

2014	Appeal to suppliers to prioritize social responsibility
2015	Release of “Code of Conduct for Supply Chain Social Responsibility”
2016	Provision of RBA online training courses
2017	Establishment of a Supply Chain CSR Assessment System
2018	Creation of “MediaTek Supply Chain Social Responsibility Awards”
2019	Organization responsible supply chain forums
2020	Purchase of a Taiwan Renewable Energy Certificate (T-REC) and participation in EDU Power Quality Label certifications
2021	Active encouragement of the setting of targets for renewable energy use and reduction of GHG emissions per unit product by the supply chain
2022	In response to the global net-zero emissions initiative, announced achieving net-zero GHG emissions by 2050 through green design, energy conservation and carbon reduction, and supply chain sustainability management
2023	Sustainable Supply Chain Net-Zero Workshop
2024	Promoting low-carbon manufacturing within Tier 2 supply chain
2025	Promoting Scope 3 Carbon Reduction Impact Plan: Supplier Engagement & RE Roadmap

■ Sustainable Supply Chain Net-Zero Workshop

Starting in 2024, MediaTek expanded its carbon reduction requirements to include the Tier 2 supply chain. Reviewing product carbon footprint results is an important pathway to achieving sustainable supply chain development. By collaborating closely with Tier 1 suppliers, MediaTek extends its low-carbon manufacturing requirements to the Tier 2 supply chain and progressively builds a carbon footprint database. A cross-functional team has been assembled to work together on continuous improvement projects, consistently reducing product carbon footprints and advancing toward net-zero goals.

5.1.7.2 Supplier Partnership Initiative

As an industry leader bearing the significant responsibility of promoting sustainable management, MediaTek officially announced in 2022 its response to the global net-zero emissions initiative and began proactively collaborating with supply chain partners to plan and implement projects focused on green manufacturing and the circular economy to reduce environmental impact, demonstrating the commitment to the net-zero declaration.

To further strengthen the participation momentum and sustainability performance of supply chain partners, MediaTek established a supplier sustainability incentive system. Through clear selection mechanisms and positive feedback, suppliers are encouraged to internalize sustainability actions into their operational management processes, jointly enhancing supply chain sustainability resilience.

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

Through the above steps, we collaborate with suppliers, regularly reviewing performance and making rolling adjustments to strategies and targets, jointly dedicated to achieving energy-saving and carbon reduction goals, and have established good cooperative relationships.

2025 Project Results of Collaboration with Key Suppliers			
Project Type	Energy saving projects	Water saving projects	Circular economy
Expected Reduction Benefits	32,571 ton CO ₂ e/ year	1,763 ton CO ₂ e/ year	5,732 ton CO ₂ e/ year

5.2 Climate-related Risk and Opportunity Management

To understand the risks and opportunities that climate change brings to the enterprise, MediaTek follows the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and references the International Financial Reporting Standards Sustainability Disclosure Standards IFRS S2 Climate-related Disclosures framework, addressing management measures and related actions across four dimensions: governance, strategy, risk management, and metrics and targets.

5.2.1 Climate Governance Framework

The Audit Committee serves as the Company’s highest governing body for risk management, identifying “climate change risks” in accordance with the “Risk Management Policy and Procedures.”

The Corporate Sustainability Committee conducts material identification and management based on TCFD climate-related financial disclosure recommendations and referencing the IFRS S2 climate-related disclosure framework. The Environmental Task Force reports quarterly to the Corporate Sustainability Committee members on climate risk assessments, energy efficiency plans at operational sites, and various environmental impact assessments and target settings within the supply chain. Annually, it reports to the Corporate Sustainability Committee and the Committee Chairperson (Vice Chairman & CEO) on the current year's implementation plan and reviews past performance. Discussion and execution results are reported annually to the Board of Directors.

5.2.2 Climate Change Risk and Opportunity Assessment

To comprehensively assess the risks and opportunities that climate change may bring to the Company's operations and strategy, we reference research reports from the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC). After considering our own operational characteristics and external market changes as transition factors, we adopted four scenarios for analysis: IEA's Net Zero Emissions (NZE) scenario, Stated Policies Scenario (STEPS), IPCC Shared Socioeconomic Pathway very high emissions scenario (SSP5-8.5), and IPCC Representative Concentration Pathway high emissions scenario (RCP 8.5). We also compiled climate risks and opportunities relevant to the semiconductor industry, and based on the TCFD and referencing the IFRS S2 framework, identified climate issues most relevant to MediaTek and its supply chain, including transition risks (policy and regulations, market), physical risks (immediate), and opportunities (resource efficiency, products and services). The climate-related risk and opportunity assessment scope includes subsidiaries within the group, consistent with financial reporting boundaries.

To further identify the impact of various climate issues on the Company across different time horizons, we define the time horizons as short-term, medium-term, and long-term. Through assessment by the Corporate Sustainability Committee's cross-departmental task force and further consideration of the Company's industry nature with external experts, we identified the following issues highly relevant to the Company in the short-term (1-2 years), medium-term (up to 2030), and long-term (up to 2050).

No.	Category	Type	Time Horizon	Risk Issue
T1	Transition risk	Market Policy and regulations	Short-term Long-term	Low-carbon transition
T2		Policy and regulations	Long-term	End-use electronic products subject to regulations, requiring continuous improvement in IC product energy efficiency
T3		Technology	Long-term	Increased R&D investment to strengthen low-power design of IC products and develop products/services in emerging application areas
T4		Market	Long-term	Meeting stakeholder demands, committing to or joining climate-related initiatives
T5	Physical risk	Market	Medium-term	Increased raw material and energy costs in the supply chain
T6		Reputation	Long-term	Increased stakeholder attention to sustainability-related ratings
P1		Acute	Long-term	Flooding/inundation events caused by extreme weather events
P2		Chronic	Long-term	Changes in precipitation patterns causing water scarcity
P3	Physical risk	Chronic	Long-term	Extreme high temperatures causing increased electricity consumption
P4		Chronic	Long-term	Sea-level rise causing disruption at low-lying operational sites

No.	Category	Type	Time Horizon	Opportunity Issue
O1	Opportunity	Resource efficiency	Medium-term	Encourage supply chain to improve resource use efficiency
O2		Resource efficiency	Medium-term	Energy management efficiency
O3		Products and services	Medium-term	Products and services
O4		Market	Long-term	Participate in public sector carbon reduction incentives or subsidy policies
O5		Resilience	Medium-term	Diversify energy sources to reduce operational impact when a single energy supply is affected

Operational and Financial Impact Analysis

MediaTek further analyzed the more significant climate-related risks and opportunities identified: low-carbon transition (T1), physical risks (P1, P2, P3, P4), energy management efficiency (O2), and products and services (O3). The following details their impacts on business models/value chains, resource allocation, strategies, and financial impacts.

Climate-Related Risks and Opportunities	Primary Affected Value Chain	Impact on Business Model/Value Chain and Financial Impact	Strategy and Response Measures
T1 Low-carbon transition	Direct operations	<div>Short-term Medium-term Long-term</div> <ul style="list-style-type: none"> Expansion of GHG emission pricing regulations and rate increases, leading to increased operating expenses Regulatory requirements for GHG emission information, requiring investment to improve GHG inventory Failure to accurately report complete emissions will not satisfy regulatory requirements and customer expectations, leading to compliance risks while inability to meet customer needs affecting business partnerships 	<div>Current and Expected</div> <ul style="list-style-type: none"> Continue to improve GHG inventory procedures and quality Increase renewable energy usage ratio and continue promoting energy-saving measures Annually collect suppliers' renewable energy usage (ratios) and GHG emissions for MediaTek product lines Regularly review overall supply chain emissions annually, continue requiring suppliers to reduce carbon
		<div>Long-term</div> <ul style="list-style-type: none"> Increased frequency of flood events due to extreme weather may cause equipment damage at MediaTek's operational sites, or impact supply chain production facilities leading to delayed supply or disruption 	<div>Current and Expected</div> <p>Supply chain:</p> <ul style="list-style-type: none"> Ensure suppliers have established business continuity plans addressing climate physical risks, periodically conducting emergency response drills and reviews If climate disasters may involve MediaTek product production or supply issues, emergency response procedures will be immediately activated <p>operations:</p> <ul style="list-style-type: none"> Property insurance coverage Establish response teams before extreme weather events impact, implement typhoon and flood prevention measures, activate standby mechanisms during events, and conduct recovery actions after events Establish employee remote work mechanisms
O2 Energy management efficiency	Direct operations	<div>Medium-term</div> <ul style="list-style-type: none"> Expected reduction in energy usage, reducing annual operating expenses To achieve net-zero scenario targets, continued investment in energy-saving measures will increase capital expenditure 	<div>Current and Expected</div> <ul style="list-style-type: none"> Invest in energy-saving projects to reduce electricity consumption at each site; construct new buildings to green building standards
O3 Products and services	Supply chain Direct operations Customers	<div>Short-term Medium-term Long-term</div> <ul style="list-style-type: none"> Products designed toward low power consumption can help end consumers reduce energy use during the usage phase 	<div>Current and Expected</div> <ul style="list-style-type: none"> Chip system architecture adjustments, algorithm optimization, and accelerated adoption of advanced processes to achieve the goals of reducing product energy consumption and miniaturization, thereby reducing environmental impact

Climate Resilience Assessment (Scenario Analysis)

Type	Selected Scenario	Background and Key Assumptions	Assessment of Impact and Resilience
Climate transition risk - Low-carbon transition	IEA 2050 Net Zero Emissions scenario (NZE), IEA Stated Policies Scenario (STEPS)	<div>1 MediaTek uses the IEA's 2050 Net Zero Emissions (NZE) and Stated Policies Scenario (STEPS) to analyze the impact of carbon-related regulations or policies in various markets on the Company. The key parameters used are the estimated carbon prices under these scenarios across different market types (including advanced economies, emerging and developing economies that have committed to net-zero), to analyze MediaTek's potential financial impact from GHG emission changes in the short, medium, and long term</div> <div>2 The Company plans to reduce Scope 1 and Scope 2 GHG emissions by 40% compared to the 2020 baseline year by 2030, with 100% renewable energy for global group offices (excluding data centers). By 2050, achieve net-zero Scope 1 and Scope 2 GHG emissions and 100% renewable energy usage</div>	<div>Impact:<div>1 Expenditures for introducing carbon inventory systems, engaging consultants, and commissioning third-party verification will increase operating expenses</div><div>2 Renewable energy procurement will increase operating expenses</div></div> <div>Resilience:<div>1 Invest in management systems to improve data compilation efficiency, ensuring subsequent reporting meets domestic and international regulatory requirements</div><div>2 Develop global renewable energy procurement plans, continuously monitor renewable energy price changes in countries where operational sites are located, and gradually increase renewable energy usage ratio</div></div>
		<div>1 Assuming a lack of effective global climate policies leads to continuous increases in GHG emissions, with high probability of global warming exceeding 2° C between 2041 and 2060, triggering more frequent and severe extreme weather events. MediaTek references extreme climate factors in this scenario (such as extreme high temperatures, heavy rainfall, sea-level rise, and water scarcity), using TCCIP-published climate change disaster risk maps and Aqueduct Floods and other physical risk database tools to assess physical risk levels at global operational sites and suppliers, and further analyzes the potential financial impact of building damage at high flood-risk sites due to increased flood event frequency</div> <div>2 Based on TCCIP simulation of the most severe climate change scenario, assessing flood disaster impact through hazard-vulnerability evaluation: hazard level based on rainfall probability under scenarios where daily rainfall exceeds 650 mm; vulnerability based on flood depth and extent across Taiwan under 24-hour quantitative rainfall of 650 mm, with indicators standardized and classified into levels 1-5 based on the baseline period, with level 5 indicating the relatively highest hazard-vulnerability in that area</div> <div>3 Based on WRI Aqueduct Floods, inherent flood or inundation risk under a 10-year flood return period in the most severe climate change scenario without any climate change adaptation infrastructure</div> <div>4 Based on scenario analysis results showing extreme weather will increase flood event frequency, high flood-risk sites may face flood depths of approximately 100-200 cm; if flooding occurs, first-floor buildings will suffer damage to estimate impact levels</div>	<div>Impact:<div>1 Based on TCCIP simulation under the very high emissions scenario (SSP5-8.5), the Company's operational sites in Taiwan show no significant hazard-vulnerability risk</div><div>2 Based on WRI Aqueduct Floods under the high emissions scenario (RCP 8.5), two sites are located in potential flood areas. Other overseas subsidiaries are not in potential flood areas</div><div>3 Key suppliers' production sites, through the above scenario analysis, show 4 Taiwan suppliers located in potential risk areas. Other overseas suppliers are not in potential flood areas</div></div> <div>Resilience:<div>1 Insure against natural disasters to reduce impacted asset losses</div><div>2 Establish emergency response teams and remote work mechanisms to address potential operational impacts from disasters</div><div>3 Require suppliers to develop business continuity plans addressing climate physical risks, periodically conducting emergency response drills and reviews</div></div>

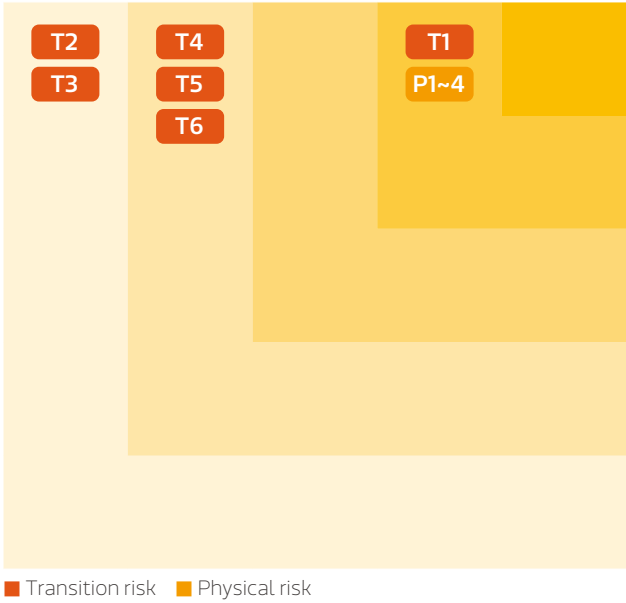
Note: MediaTek's GHG emission change pathway includes BAU baseline and stated policies emission pathway. BAU baseline is estimated using the compound annual growth rate of electricity consumption; stated policies emission pathway is estimated using currently planned reduction measures.

5.2.3 Significant Climate Risk and Opportunity Management

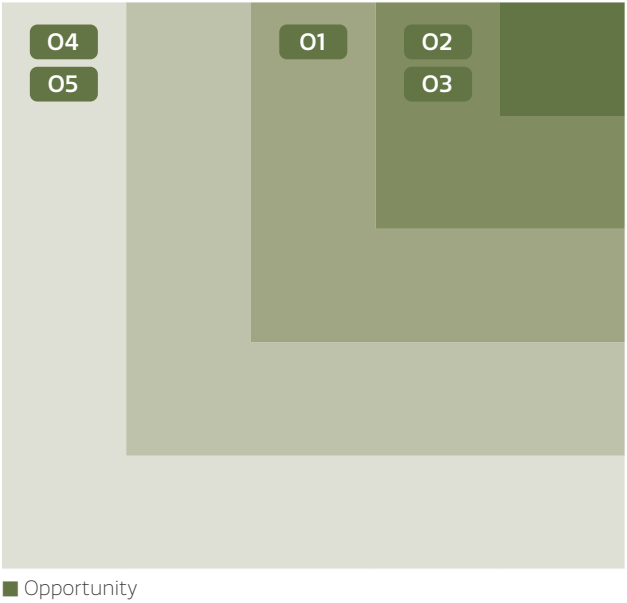
Climate Risk Management System

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

Climate-related Risk Analysis Matrix



Climate-related Opportunity Analysis Matrix



MediaTek treats significant climate risks as major risks faced in operational activities, incorporating them into the organization's existing risk management policy and procedures. Following the Company's prescribed risk management policy and procedures, it integrates major risks encountered during operational activities. Each operational unit is responsible for actual execution of risk management plans, including risk identification, risk analysis, risk assessment, risk response and control, and self-monitoring. Climate-related risks have been listed as one of the reporting topics for periodic discussion by the Corporate Sustainability Committee and the Audit Committee.

5.2.4 Metrics and Targets

The Company has established climate-related metrics and targets, regularly reported to the Corporate Sustainability Committee to track performance and achievement status, as detailed in the table below. To actively manage sustainability targets, they have been incorporated into the Company's senior executive performance and compensation evaluation as one of the environmental considerations of sustainability development goals. For detailed information, please refer to the MediaTek official website. (For details on cross-industry metrics, please refer to Section 5.3.3 Greenhouse Gas Management and Section 3.2.3 Compensation Policy. For industry-specific metrics, please refer to the SASB Index (Semiconductor Industry) in the Appendix)

Climate Management Dimension	Corresponding Risks/ Opportunities	Metric	Target	Performance and Achievement
Improve product sustainability	O3	Product energy consumption ratio	▶ Continue to improve energy consumption of main products	▶ Main products achieved 13% energy consumption ratio reduction in 2025 compared to 2024
		Product volume	▶ Continue to advance chip miniaturization design for main products	▶ Main products achieved 4% volume reduction in 2025 compared to 2024
Energy conservation	T1, O2	Power saving ratio	▶ 2026 power saving target of 35.9%	▶ Parent company power saving ratio reached 16.7% in 2025, exceeding the 2024 target of 16.5%
Reduce GHG emissions	T1	GHG emission reduction ratio	▶ By 2030, reduce Scope 1 and Scope 2 GHG emissions by 40% compared to 2020 baseline; reduce Scope 3 (purchased goods/services, fuel and energy-related activities, use of sold products) GHG emissions by 25% compared to 2020 baseline, and achieve net-zero GHG emissions by 2050	▶ Group-wide GHG emissions decreased approximately 6.2% in 2025 compared to 2024, mainly due to implementation of energy-saving and carbon reduction measures and increased renewable energy use. Will continue to increase renewable energy usage ratio to achieve operational emission reduction targets. Additionally, jointly established annual GHG reduction targets of over 2% emission intensity reduction with key suppliers to progressively achieve Scope 3 emission reductions
Expand renewable energy use	T1, O2	Renewable energy electricity usage ratio	▶ By 2030, global group offices (excluding data centers) achieve 100% renewable energy electricity	▶ Completed construction of four rooftop solar power plants at Hsinchu Science Park in 2025 for self-consumption, with installed capacity of 709 kW and annual generation of 860,000 kWh. Additionally built 235 kW rooftop solar at Tongluo data center
			▶ Continue to build renewable energy installations	▶ The Company will continue planning renewable energy usage targets within two years to progressively achieve corporate GHG reduction goals
Strengthen climate physical risk resilience	P1	Operational disruption days	▶ Zero days of operational disruption due to climate-related risks	▶ No operational disruptions due to climate-related risks occurred in 2025
Strengthen climate physical risk resilience	P1	Supply chain disruption events	▶ Zero supply chain disruption events caused by physical risks	▶ No supply chain disruption events caused by physical risks occurred in 2025

Internal Carbon Pricing Mechanism

To proactively improve carbon reduction effectiveness, the Company introduced an internal carbon pricing mechanism starting in 2025. The initial phase adopts the shadow price method, referencing the carbon fees set by competent authorities at main operational sites to establish internal carbon price ranges, planned for use in major energy equipment procurement.

5.3 Facility Management

We are committed to promoting green environmental protection and energy-saving and carbon reduction actions, seeking any possible climate change mitigation and adaptation measures. MediaTek has implemented the ISO 14001 Environmental Management System, following the Plan-Do-Check-Act (PDCA) management cycle, using a systematic management approach to maintain consistency between environmental protection goals and execution strategies, and establishing pollution prevention and improvement mechanisms, enabling MediaTek to exert greater influence on environmental protection.

5.3.1 Environmental Policies

We are a global fabless semiconductor company, primarily focused on IC design. Wafer manufacturing, packaging, testing, and other production operations are all outsourced to external vendors. Therefore, MediaTek focuses on implementing green product design, green procurement and management of outsourced vendors, and reducing resource and energy waste while ensuring employee safety and health. This is not only MediaTek’s corporate sustainability strategy but also one of the important assets for future international competitiveness. MediaTek actively implements environmental policy through the following four major management actions, with environmental protection investment in 2025 of approximately NT\$91.1 million:

Regulatory Compliance	Green Design	Education & Training	Continuous Improvement of Resource Management Systems
Management Action Comply with government-enacted environmental protection and occupational safety and health regulations and other requirements, and respond to international green environmental protection and zero-disaster movements	Management Action Implement green design for energy-saving products using non-toxic materials in manufacturing processes, strengthen green procurement and sustainability management, ensuring products, services, and outsourced vendors comply with international green trends and fulfill environmental protection commitments	Management Action Strengthen education and training for all personnel in environmental protection and occupational safety and health, increase the number of professional personnel for safety and health management system execution and auditing, and promote bringing personal utensils in employee cafeterias, achieving sustainable living through practical actions	Management Action Eliminate hazards and reduce risks, continuously improve management systems including ISO 14001, ISO 14064-1, ISO 14046, ISO 50001, to enhance management performance. Require contractors to comply per the “Contractor EHS Management Procedure,” ensuring all internal and external members fully understand EHS policies and ensuring the continued suitability and effectiveness of EHS management system operations
Achievements Zero violations of environmental safety regulations with penalties in 2025	Achievements All Company products comply with RoHS Restriction of Hazardous Substances	Achievements 100% completion rate of environmental and safety training for new employees in 2025; management system internal audit certified personnel distributed across R&D and support departments; cafeteria promotion of bringing personal utensils reduced waste by approximately 45,752 kg per year, equivalent to approximately 16 ton CO ₂ e emission reduction	Achievements Continued completion of external verification for the above ISO management systems in 2025, achieving the goal of alignment with the latest international management systems

Note 1: ISO 14001 (previous certification period from August 17, 2022 to August 17, 2025, covering Hsinchu Science Park Buildings A & B; 2025 renewed certification from February 14, 2025 to February 14, 2028, covering Hsinchu Science Park/Zhubei/Taipei/Tainan offices), ISO 50001 (previous certification period from January 13, 2022 to January 13, 2025, covering Hsinchu Science Park Building D; 2025 renewed certification from February 25, 2025 to January 13, 2028, covering Hsinchu Science Park Buildings A/B/C/D/E), ISO 14046 obtained 2025 verification (covering Hsinchu Science Park/Zhubei/Taipei/Tainan offices), ISO 14064-1 obtained 2025 verification (covering global offices of the entire group)

Note 2: 45,752 kg × 0.34 kg CO₂e/kg (Ministry of Environment waste incineration treatment emission factor) = 15,555.68 kg CO₂e, which is approximately equal to 16 tCO₂e.

Environmental expenditure

Unit: thousand NT\$

Annual certification audits of the ESH management system	Commissioned clearance of domestic waste	Office and floor cleaning	Landscape maintenance
1,118	8,504	65,958	4,685
Sewage pool cleaning	Vector control	Cleaning supplies	Total expenditure
1,808	2,751	6,271	91,095

5.3.2 Energy Management

SDG 7.3

MediaTek has been committed to energy-saving and carbon reduction measures. Total electricity consumption in 2025 was 187,632 thousand kWh, a decrease of 1.5% compared to the previous year, due to increased use of self-generated solar photovoltaic renewable energy and other carbon reduction measures. The parent company’s power saving ratio reached 16.7% in 2025, exceeding the 2024 target of 16.5%. The Company will continue to plan and implement various energy reduction measures, including upgrading legacy data centers to new immersion cooling technology data centers, expanding solar power plant construction, and renewable energy procurement. The 2026 power saving target has been ambitiously doubled to 35.9%.

Energy Consumption Over the Past Three Years

Energy Type	Company	2023	2024	2025
Natural gas(GJ)	MediaTek	219	255	260
	Subsidiaries	-	785	928
	Total (GJ)	219	1,040	1,188
LPG(GJ)	MediaTek	6,778	6,050	6,385
	Subsidiaries	-	639	598
	Total (GJ)	6,778	6,689	6,983
Gasoline(GJ)	MediaTek	238	220	139
	Subsidiaries	-	232	242
	Total (GJ)	238	452	381
Diesel(GJ)	MediaTek	932	897	420
	Subsidiaries	-	141	18
	Total (GJ)	932	1,038	438
Purchased electricity(GJ)	MediaTek	643,577	686,171	675,034
	Subsidiaries	-	224,835	226,840
	Total (GJ)	643,577	911,006	901,874
Renewable energy (RE certificates)(GJ)	MediaTek	0	0	1,661
	Subsidiaries	-	8,340	9,582
	Total (GJ)	0	8,340	11,243
Total(GJ)	MediaTek	651,743	693,593	683,899
	Subsidiaries	-	234,971	238,209
	Total (GJ)	651,743	928,564	922,108
Energy intensity (GJ/person)	MediaTek	52.9	55.6	53.7
	Subsidiaries	-	23.7	23.5
	Total Energy Intensity (GJ/person)	52.9	41.5	40.3
Electricity share of total energy (%)	MediaTek	98.75%	98.93%	98.70%
	Subsidiaries	-	95.69%	95.23%
	Consolidated electricity share of total energy (%)	98.75%	98.11%	97.81%
Renewable share of total energy (%)	MediaTek	0.00%	0.00%	0.24%
	Subsidiaries	-	3.55%	4.02%
	Consolidated renewable share of total energy (%)	0.00%	0.90%	1.22%

Note: Subsidiary data includes all subsidiaries in the consolidated financial statements (100% coverage).
Note: Calorific values refer to the Energy Agency’s 2024 announced calorific table.
Note: Energy usage in 2025 is lower than usage in 2024 due to expanded use of self-built solar renewable energy and other carbon reduction practices: energy intensity has also decreased accordingly.

2025 Energy Management and Conservation Three Key Action Areas



Efficiency improvement

High-density energy-efficient data centers

- ▶ Broke through the limitations of traditional data center performance, successfully transforming into next-generation high-density energy-saving data centers, serving as a strong pillar supporting technology R&D
- ▶ Completed immersion cooling technology proof of concept (POC) and introduced it for the next-generation data center, with operations beginning in Q1 2026, simultaneously replacing traditional energy-consuming server rooms, becoming an industry-leading energy-saving benchmark



Energy-saving equipment and design

Achieved milestone of all operational buildings using LED energy-saving lighting

- ▶ All operational buildings completed upgrade to LED energy-saving lighting; new Tongluo data center also uses LED lighting throughout the building and has obtained nomination for Diamond-level Green Building certification, expected to officially pass by end of 2026. The remaining 2 buildings under construction have designs conforming to Taiwan Green Building standards, with all buildings proactively conducting carbon emission inventories during construction



Self-generated electricity

Solar power system

- ▶ Four rooftop solar power plants at Hsinchu Science Park began self-consumption power generation in 2025, with installed capacity of 709 kW and annual generation of 860,000 kWh
- ▶ Built 235 kW rooftop solar power plant at Tongluo data center building in 2025, expected to begin self-consumption generation from early 2026

Key Item 1 Improving Efficiency in High-Density Energy-Efficient Data Centers

Total energy savings reaching 20.3 million kWh

MediaTek is focused on developing innovative technologies as the demand for both the quality and quantity of information computing continues to rise. Considering that the data center environment affects computing efficiency, and high-speed computing consumes a lot of energy, the company has been long committed to enhancing data center performance.

High-Density, Energy-Efficient Data Centers: Achievements and Targets

2025 Achievements	<ul style="list-style-type: none"> PUE Optimization: Achieving an overall Power Usage Effectiveness (PUE) of 1.33 across three new energy-efficient data centers in 2025, delivering a 17% efficiency boost compared to legacy server rooms. Advanced Cooling Deployment: Preparing to launch operations of our first immersion-cooled data center in Q1 2026, building on successful 2023 testing (PUE below 1.1) and 2024 design planning.
Short-Term Targets Within the next 3 years	<ul style="list-style-type: none"> Facility Migration: Optimizing energy efficiency across our three new data centers while systematically migrating servers from legacy rooms to these advanced facilities. Global Best-Practice Sharing: Aligning business growth with decarbonization by establishing a global platform to share and implement optimal energy-saving practices across all worldwide offices. Next-Gen Operations: Deploying immersion cooling technology in our next-generation data center operations in 2026, while simultaneously phasing out legacy, energy-intensive server rooms.
Long-Term Targets By 2030	<ul style="list-style-type: none"> Cumulative Energy Savings: Driving a cumulative electricity savings rate of over 10% across all corporate data centers from 2024 to 2030. Technology Scaling: Scaling up the footprint of immersion-cooled data centers and continuously exploring new opportunities for energy optimization. Continuous Improvement: Upgrading energy efficiency across all global offices through the robust implementation of shared best practices.

Three new energy-efficient data centers continuous optimization

By improving power systems, air conditioning, racks, aisles, and lighting, we've broken the limitations of traditional data rooms and successfully transformed them into next-generation, high-density, energy-efficient data centers. These can support the demanding power and requirements of modern servers, becoming a strong backing for tech R&D. The overall PUE of the new data centers reaches 1.33, compared to 1.6 in traditional data rooms, improving energy efficiency by 17% and achieving the gold level of LEED green building certification.

5 Key Data Center Functions: Additionally, considering IT personnel's long-term work characteristics in data centers, flexible, modular, zoned, and virtualized design principles were developed, balancing data protection, environmental care, and workplace friendliness, achieving the following 5 key data center functions.

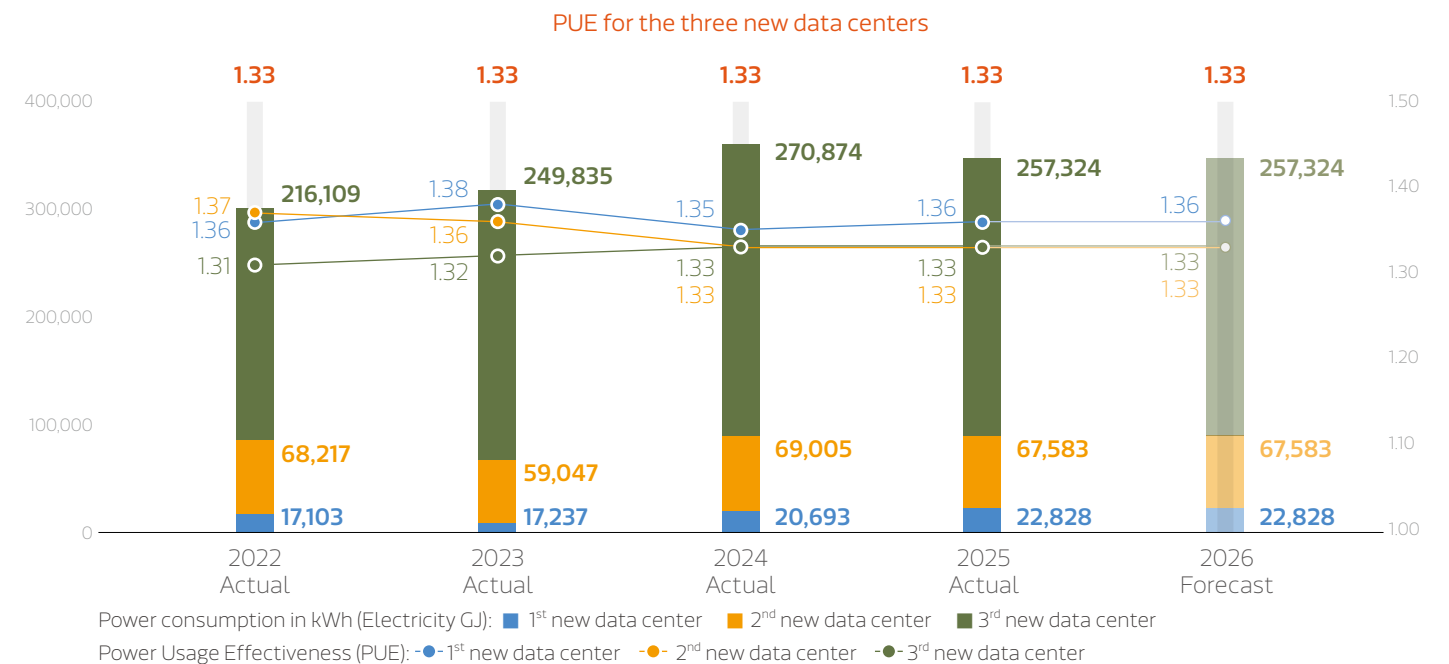
Software aspect	Data security	High reliability, fully grasping data center risks
	Flexible expansion	Architecture meeting mobility and cabinet variability requirements
	High-efficiency energy saving	Creating quality green server rooms through high-performance power supply/cooling equipment
Hardware aspect	Friendly work environment	Optimized space configuration, enhancing personnel work environment comfort through cold/hot aisle separation
	Management efficiency	Integrated management platform providing real-time data center operations, simulation, analysis, and decision support

Full-load power saving benefit of 20.3 million kWh¹, saving approximately NT\$93 million in annual electricity costs. Three high-density energy-saving data centers, at full-load compared to traditional data centers, save 1.76 million, 4.34 million, and 14.2 million kWh annually respectively. Total carbon emission reduction is equivalent to the annual carbon sequestration of approximately 25 Da'an Forest Parks².

Note 1: 20,300,000 kWh × 0.474 kg CO₂e/kWh (2024 electricity carbon emission factor) = 9,622,200 kg CO₂e = 9,622 tons CO₂e

Note 2: According to the National Important Wetland Carbon Sequestration Survey Project by the Construction and Planning Agency, Ministry of the Interior, the annual carbon sequestration of Da'an Forest Park is 386 metric tons.

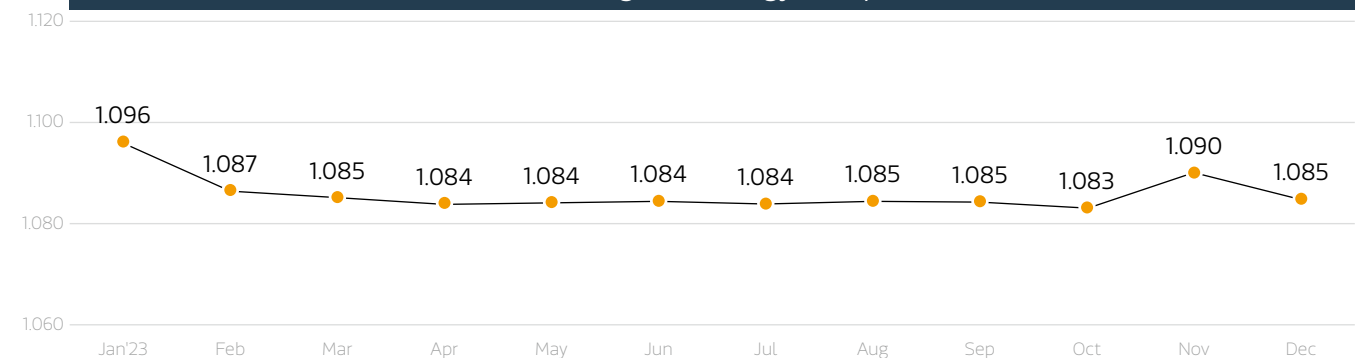
Overall PUE for Three New Data Centers



Immersion Cooling Technology Introduction Innovation

In response to the exponential increase in next-generation server computing power, existing air-cooling technology will be unable to meet future cooling demands. While innovating, the Company has also actively pursued net-zero emission targets. We are industry-leading in conducting physical equipment installation and performance testing of immersion cooling technology, and through verification of actual 2023 operating results, the energy efficiency indicator PUE can dramatically improve to below 1.1, continuing to innovate and improve data center power efficiency by nearly 20%. In 2024, the overall design planning for introducing immersion cooling technology to the new data center was completed, with operations expected to begin in Q1 2026.

Immersion cooling technology PUE performance



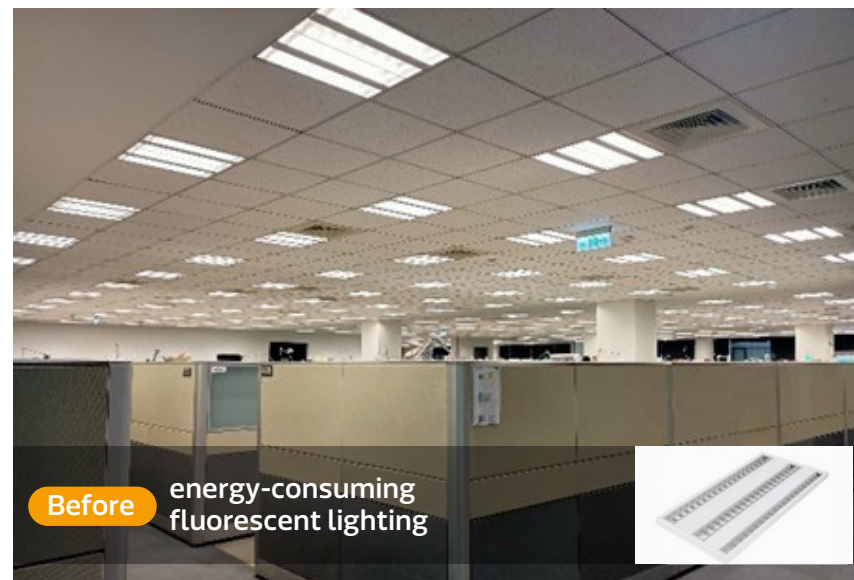
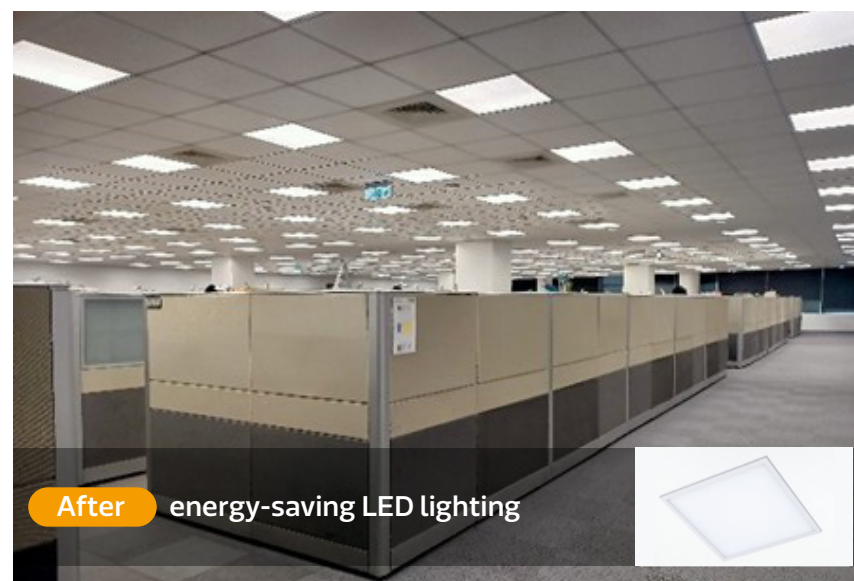
Key Item

2

All Operational Buildings Use LED Energy-Saving Lighting

Before 2024, all old buildings' energy-consuming fluorescent lighting was progressively replaced with energy-saving LED. MediaTek successfully achieved the goal of LED energy-saving lighting in all office buildings in 2024, with total investment exceeding NT\$70 million and power saving benefits of approximately 8.4 million kWh per year. The new Tongluo data center completed in 2025 has LED energy-saving lighting installed throughout the building and has obtained nomination for Diamond-level Green Building certification, expected to officially pass by end of 2026.

Additionally, the 2 new buildings under construction have overall designs meeting Taiwan Green Building standards in addition to LED installations, with one also meeting Taiwan Smart Building standards. MediaTek proactively conducts carbon emission inventories during the construction process of all new buildings, fulfilling corporate citizenship responsibilities.



Key Item

3

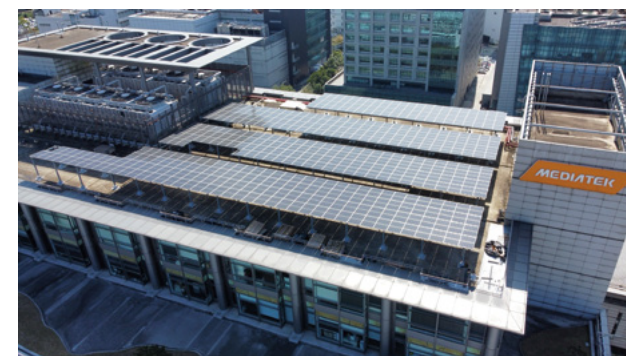
Self-Generated Solar Power Plants average annual carbon reduction of approximately 408 metric tons

Four rooftop solar power plants at Hsinchu Science Park began self-consumption power generation in 2025, with installed capacity of 709 kW and annual generation of 860,000 kWh. Compared to 2025 electricity consumption of 190.5 million kWh, this accounts for approximately 0.5%. After plant installation, rooftop temperatures can be reduced by approximately 3-5 °C, reducing top-floor office air conditioning consumption. The new Tongluo data center also had a 235 kW rooftop solar power plant installed in 2025, expected to begin self-consumption generation from early 2026.

Additionally, in 2026, renewable energy procurement will be expanded, with planned annual use of 50 million kWh of externally purchased solar power, actively fulfilling MediaTek's commitment to sustainable development.



▲ Rooftop solar installation at the New Tongluo Building



▲ Four rooftop solar installations across Headquarters Buildings A to D

5.3.3 Greenhouse Gas Management

SDG 13.2

GHG Emissions Scope 1 and Scope 2

Greenhouse gas emissions are the primary factors for causing climate change. Starting 2025, MediaTek introduced a carbon management system, using the operational control approach to assist in conducting consolidated company GHG inventory and assurance operations. The Company will continue to use the carbon management system for operations in the future to fully grasp the GHG emission situation.

MediaTek's GHG emissions from energy and resource use include purchased electricity, public utilities, boilers, cooling towers, and chillers, with the primary emission source being Scope 2 purchased electricity accounting for 96.29% of total emissions. Despite continued growth in the Company's operational scale, we are committed to improving energy use efficiency and planning renewable energy use to reduce GHG emissions from operations. Major reduction measures in 2025 include expanding use of self-generated solar renewable energy, continuously improving data center energy efficiency, using LED lighting in all offices, and chiller group co-supply to reduce operating units, thereby improving electricity efficiency. Additionally, the Company continues to monitor climate actions including the global Renewable Energy Initiative (RE100), planning to use 2020 as the baseline year (baseline year total Scope 1 & Scope 2 emissions of the Company and consolidated financial report subsidiaries: 84,545 ton CO₂e), reducing Scope 1 and Scope 2 by 40% by 2030, and achieving the net-zero emission target by 2050. The Company simultaneously commits to achieving 100% renewable energy for global group office electricity (excluding data centers) by 2030, and 100% renewable energy use for the entire global group by 2050 as a long-term target. Increasing renewable energy use is currently one of the main corporate carbon reduction methods globally and is a necessary means for MediaTek to reduce GHG emissions. In 2026, the Company will expand renewable energy procurement, with planned annual use of 50 million kWh of externally purchased solar power, carbon reduction of approximately 23,700 tons, representing approximately 18.7% reduction compared to 2025 group-wide carbon emissions. The Company will continue to expand renewable energy use in subsequent years to progressively achieve corporate GHG reduction goals.

GHG Emissions Scope 3

Planning to use 2020 as the baseline year, reduce Scope 3 GHG emissions (purchased goods or services, fuel and energy-related activities, use of sold products) by 25% by 2030. To this end, the Company will continue to promote various upstream and downstream reduction measures, working hand-in-hand with value chain partners toward the 2050 net-zero emission target.

Transportation Shuttles

To effectively reduce carbon emissions from employee commuting, MediaTek proactively implements environmental measures through transportation-related issues closely relevant to employees, reducing transportation carbon emissions by approximately 435 ton CO₂e in 2025. In addition to maintaining fixed-route bus shuttles and electric shuttles between offices, 21 electric vehicle charging stations have been installed, concretely responding to low-carbon trends. Additionally, in March 2023, MediaTek partnered with Gogoro to launch the first corporate battery-swapping station in the Science Park, with cumulative carbon reduction reaching 225 metric tons from launch through the end of 2025.

Note: Our company has no biologically sourced carbon dioxide emissions.

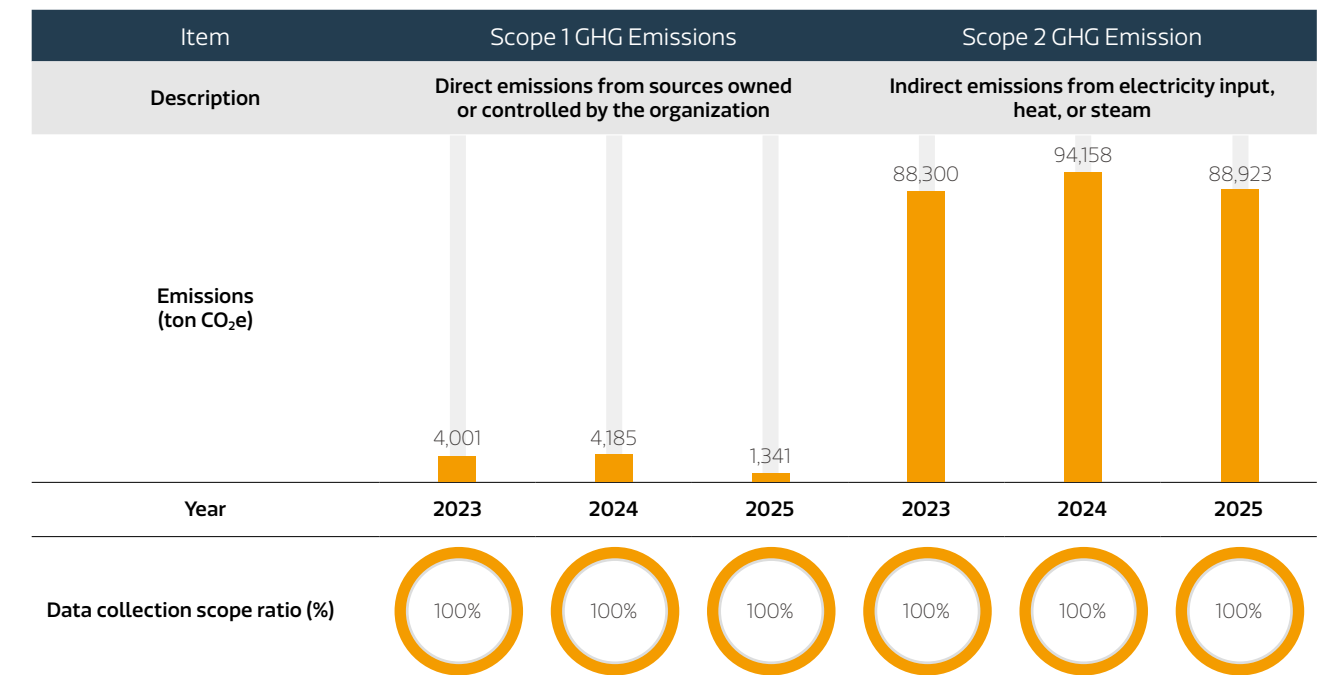
Promoting Green Supply Chain

As MediaTek is positioned at the front-end of the semiconductor value chain in chip design, with back-end processes of raw material procurement, OEM manufacturing, packaging, and testing all carried out by suppliers, GHG emission management from supply chain production and manufacturing has become one of the Company's key Scope 3 reduction focuses. In 2025, multiple carbon reduction-related continuous improvement projects were continuously promoted, with carbon reduction benefits of approximately 40,067 (ton CO₂e/year). For more details, please refer to [Section 5.1](#).

Reducing Product Energy Consumption and Product Miniaturization

The core technology of MediaTek's products is chip design. We are committed to incorporating environmental sustainability considerations from the chip design stage. Through chip system architecture adjustments, algorithm optimization, and accelerated adoption of advanced processes, for main products, in the product usage phase, 2025 achieved a 13% energy consumption ratio reduction compared to 2024. For more details, please refer to [Section 2.3 Innovation Achievements](#).

MediaTek GHG Emissions Over the Past Three Years



Note: MediaTek started conducting its own audits in 2016. Greenhouse gas emissions in 2025 decreased compared to 2024, mainly due to carbon reduction practices like expanding the use of self-built solar renewable energy.

Note: The data covers the Hsinchu Science Park/Zhubei/Taipei/Tainan offices (covering 100% of the scope).

MediaTek Subsidiaries GHG Emissions Over the Past Three Years

Item	Scope 1 GHG Emissions			Scope 2 GHG Emission		
Description	Direct emissions from sources owned or controlled by the organization			Indirect emissions from electricity input, heat, or steam		
Year	2023	2024	2025	2023	2024	2025
Emissions (ton CO ₂ e)	-	2,391	3,360	-	34,503	33,175
Data collection scope ratio (%)	-	100%	100%	-	100%	100%

Note: The data scope includes all subsidiaries in the consolidated financial statements (covering 100%).

MediaTek 2025 GHG Emission Types Statistics

Unit: metric tons CO₂e

GHG Type	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Total
MediaTek	89,315.67	242.92	0.61	704.53	0.00	0.00	0.00	90,263.73
MediaTek Subsidiaries	33,711.21	195.62	0.74	2,623.49	4.43	0.00	0.00	36,535.49
Total	123,026.88	438.55	1.36	3,328.01	4.43	0.00	0.00	126,799.22

Note: GWP values refer to the IPCC's 6th Assessment Report.

Note: For electricity emissions factors, all global locations across the group use the latest officially published electricity emissions factors at the time of verification. For example, in Taiwan, the electricity emission factor for 2024 is 0.474 kg CO₂e/kWh.

Green Transportation

Item	Description	Results
Commuter shuttle buses	▶ Carbon reduction initiative launched in 2015, providing large buses to transport employees along fixed routes. Through this ride-sharing service, not only does it reduce employees driving and thus reduce energy consumption and carbon emissions, it also promotes green environmental concepts to employees	▶ 75,306 total ridership in 2025 (4 routes with 7 bus shifts each for morning/evening commutes), an increase of approximately 11% from 67,921 in 2024, continuing to optimize routes and promote ride-sharing services to improve efficiency
Inter-office shuttle buses	▶ The Company provides inter-office shuttle buses every 20 minutes, reducing employee driving to lower energy consumption and carbon emissions	▶ 15,114 total ridership in 2025, an increase of approximately 53% from 9,891 in 2024, continuing to promote this service to improve efficiency
Inter-office M-Bike	▶ To promote environmentally-friendly living and encourage employees to exercise more, 10 bicycles are specially provided for zero-carbon commuting between offices	▶ 831 total uses in 2025, an increase of 210 uses from 621 in 2024, due to "E-management" and "additional stations" for more convenient use
Security electric scooters	▶ The Company responds to the development trend of integrating environmental protection with transportation by deploying electric scooters for security personnel during office patrol inspections	▶ Approximately 1,100 km of use in 2025, mileage comparable to 2024
Electric vehicle charging stations	▶ In response to the low-carbon environmental trend of electric vehicles, electric vehicle charging stations are installed for employee convenience, with continued expansion	▶ 21 stations installed by 2025, with annual carbon reduction of approximately 401 metric tonsNote; an increase of 27 metric tons compared to 374 metric tons in 2024
Electric scooter battery-swapping station	▶ Partnered with Gogoro to jointly build the first corporate-collaborated battery-swapping station in the Science Park	▶ Launched in March 2023, 26,290 total uses in 2025, with annual carbon reduction of approximately 76 metric tons

Note: The carbon reduction benefits of electric vehicle charging stations are based on annual charging volumes, referring to the 2021 Transport Sector Energy Consumption Survey by the Energy Bureau of the Ministry of Economic Affairs (electric cars consume 0.197 kWh per kilometer), and the minimum fuel efficiency standards for passenger cars set by the Taxation Administration of the Ministry of Finance (8.2 km per liter). The calculation also uses the 2024 electricity carbon emissions factor of 0.474 kg CO₂e/kWh and the carbon footprint factor of gasoline for vehicles under the Ministry of Environment at 2.93 kg CO₂e/liter, to estimate equivalent conversions and the amount of carbon reduced.

5.3.4 Water Resource Management

SDG 6.4

MediaTek's office water is sourced from local water treatment plants. In 2025, with continued expansion of IT data center scale and increased headcount, total water withdrawal was 526,935 metric tons (approximately 527 million liters), a marginal increase of 0.4% compared to the previous year. Although total water consumption increased, MediaTek continues water resource improvement projects with various water reduction measures, achieving total savings of approximately 23,854 metric tons. The new Tongluo data center will significantly use recycled water starting from 2026, expanding water resource savings. For risk control, the WRI Aqueduct tool referencing IPCC RCP 8.5 scenario was used for simulation confirmation, confirming that Taiwan sites are not located in high water stress areas. As MediaTek's operations continue

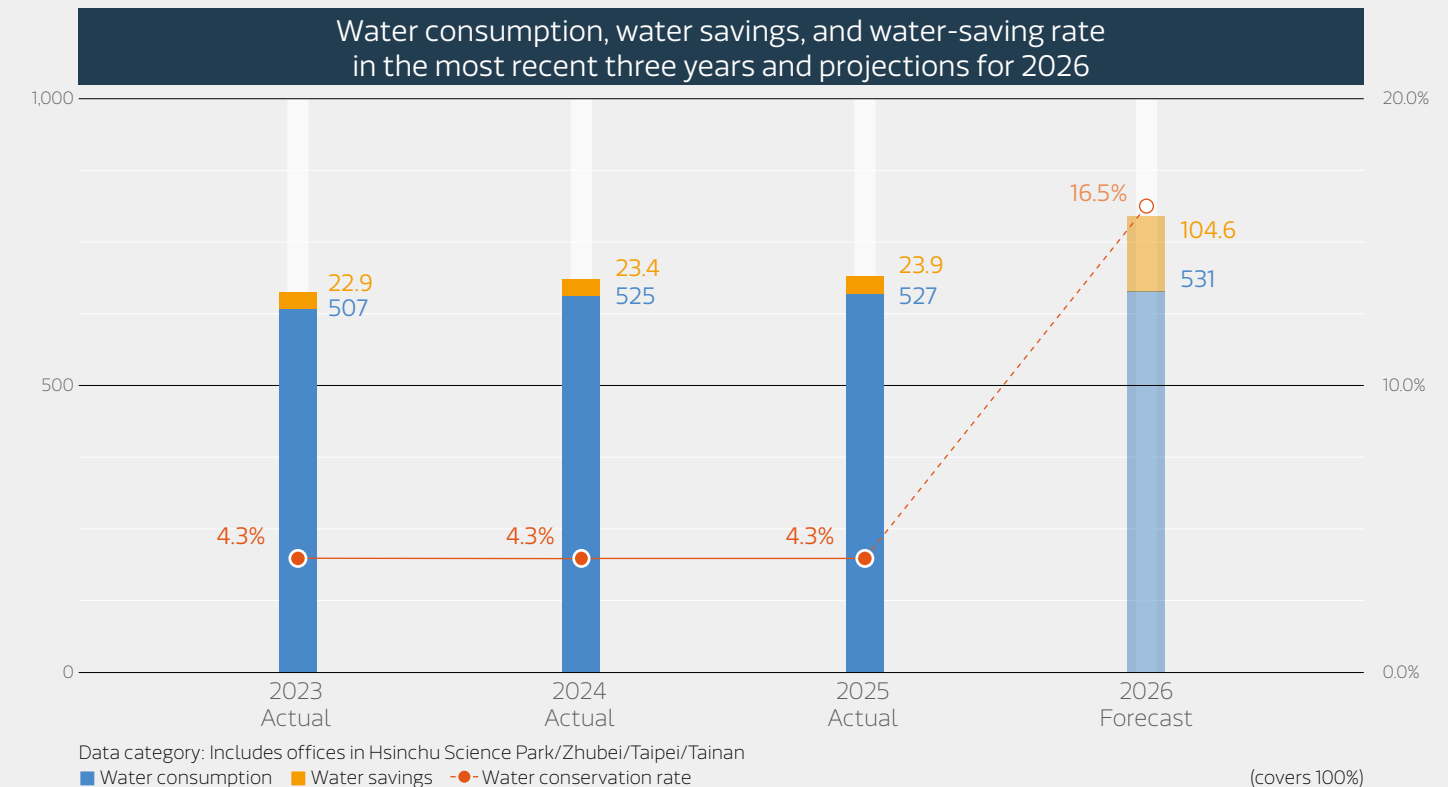
to grow and expand, water management practices are simultaneously improved. The water saving rate was 4.3% in 2025, with continued water-saving practices in subsequent years to maintain the annual water saving target rate of 4% or above. Wastewater is primarily domestic sewage, uniformly processed by wastewater treatment plants through the local sewer system and discharged to natural water bodies without impact to the local environment. In 2025, 287,457 metric tons (approximately 287 million liters) of wastewater was discharged.

Water Resource Usage Over the Past Three Years

Year	2023	2024	2025
Water withdrawal (million liters)	507	525	527
Water consumption (million liters)	292	307	240
Water discharge (million liters)	215	218	287

Note: 1 metric ton of wastewater is about 0.001 million liters. The reason for the increase in water discharge in 2025 is that some high water-use office buildings have updated to using flow meters for data collection, which can more accurately reflect the actual figures.

Item	Improvement Benefit	Improvement Action
Equipment replacement	Water savings of 8,559 tons	Efficiency improvement: Using water-saving equipment (including sensor faucets, water-saving toilets, water-saving faucets in recycling area washing, etc.)
Water recycling	Water savings of 1,803 tons	Installation of rainwater collection tanks, rainwater recycled to cooling towers for reuse
Water recycling	Water savings of 13,491 tons	Air conditioning condensate/RO water recycled for landscape irrigation to reduce water resource waste



5.3.5 Waste Management

SDG 12.5

In partnering with the Environmental Protection Bureau, we have become the first company in the Science Park to install recycling machines

To achieve resource recovery and reuse, we have strengthened waste management with emphasis on waste reduction, effective classification, recycling, reuse, and proper disposal, while continuously improving the environmental impact of waste storage, transportation, and treatment. MediaTek strictly selects qualified waste disposal and recycling partners and conducts irregular audits of waste removal process legality, fulfilling supervisory responsibilities. The waste treatment recycling rate was 28% in 2025, with continued efforts to increase recycling rates or reduce non-recyclable waste to achieve continuous improvement targets. Additionally, we are the first company in the Science Park to partner with the Environmental Protection Bureau to install recycling machines, also providing relevant performance records for other companies to reference. As MediaTek’s operations continue to grow and expand, waste management practices are simultaneously improved and optimized to maintain the annual recycling ratio target of 25% or above.

Waste Treatment Over the Past Three Years

2023					2024		2025	
Category	Waste Type	Treatment Method	Treated quantity (metric tons)	Percentage (%)	Treated quantity (metric tons)	Percentage (%)	Treated quantity (metric tons)	Percentage (%)
General business waste	Domestic waste	Incineration	130.55	59.13%	132.08	56.69%	129.92	57.82%
	Waste paper	Recycling	46.32	20.98%	48.95	21.01%	51.1	22.74%
	Waste iron containers	Recycling	0.14	0.06%	0.15	0.06%	0.00	0%
	Waste aluminum containers	Recycling	0.00	0%	0.15	0.06%	0.00	0%
	Waste lighting sources	Recycling	0.00	0%	0.00	0%	0.00	0%
Hazardous business waste	Waste electronic components	Reuse under general permit	43.78	19.83%	51.65	22.17%	43.67	19.44%
	Scraps and defective products							
Total			220.79	100%	232.98	100%	224.69	100%

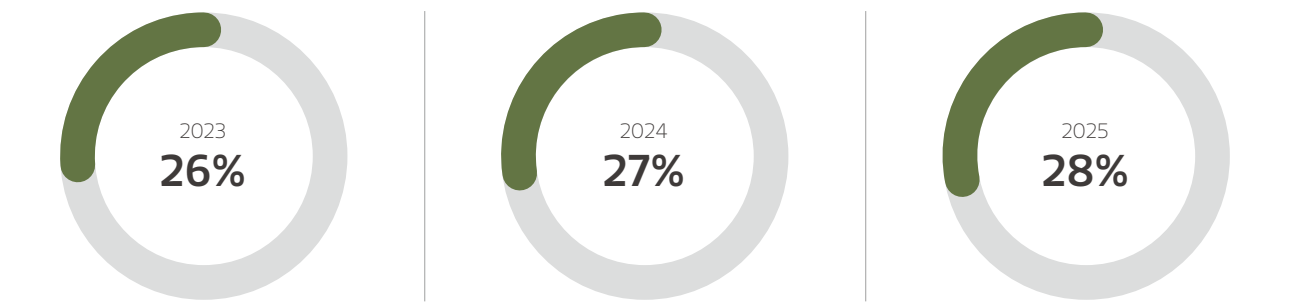
Note 1: Hazardous business waste mainly comes from defective products returned by suppliers for testing. MediaTek is a fabless IC design company, so it does not generate process-related hazardous business waste. All the waste listed in the table is disposed of off-site.

Note 2: Hazardous business waste is first crushed to facilitate the extraction and reuse of precious metals, and the remaining material is then stabilized.

Note 3: Compared to 2024, the total amount of waste in 2025 decreased by about 3.6%.

Data scope: Includes offices in Hsinchu Science Park/Zhubei/Taipei/Tainan (covering 100%).

General Business Waste Recycling Rate Over the Past Three Years



Note 1: Recycling rate = Amount recycled / Total general business waste.

Note 2: The 2023 recycling rate has been corrected in the above table due to data error.

5.4 Environmental Protection and Biodiversity

Following the official release of the Taskforce on Nature-related Financial Disclosures (TNFD) in 2023, global attention to biodiversity issues has been increasing. MediaTek deeply recognizes the importance of biodiversity to the Earth's ecosystem and understands the critical role forests play in maintaining ecological balance, regulating climate, and providing resources essential for human survival. To this end, MediaTek supports international initiatives including the United Nations Convention on Biological Diversity, the Kunming-Montreal Global Biodiversity Framework, and the Sustainable Development Goals, and published its [Biodiversity Statement](#) and corresponding measures in August 2025.

Our Actions

Habitat Volunteer Action

MediaTek's habitat volunteer action visited the Nature Valley Environmental Trust base to assist in bamboo forest thinning operations. The thinning area in 2025 was approximately 0.3 hectares, part of the 1.2-hectare trust land managed by the Company. Moderate thinning helps improve stand structure, reduce competition, and enhance health, thereby increasing subsequent carbon sequestration and reducing pest and disease issues. Through hands-on participation in habitat management, employees deepen their awareness and understanding of natural ecology conservation. This action successfully responds to Taiwan's 2050 Net-Zero Transition "Natural Carbon Sinks" key strategic action of "Forest 2-2: Promoting aging bamboo forest renewal to revitalize bamboo forest carbon sequestration capacity."

Tree Planting and Afforestation Plan

MediaTek deeply recognizes the importance of biodiversity to the Earth's ecosystem. Since 2024, MediaTek has partnered with the Tse-Xin Organic Agriculture Foundation to actively implement tree planting and afforestation plans. As of 2025, 2,000 saplings have been planted in areas including Zhubei Crescent Bay coastal forest and Yilan Wujie coast, with estimated annual carbon sequestration of 13.1847 (ton CO₂e/year). This action successfully responds to Taiwan's 2050 Net-Zero Transition "Natural Carbon Sinks" key strategic action of "Forest 1-1: Implementing new afforestation on national, public, and private lands to increase forest coverage and carbon sink capacity."

Additionally, MediaTek also plans to donate NT\$1 million to the Tse-Xin Organic Agriculture Foundation for subsequent coastal forest tree maintenance. Looking ahead, MediaTek plans to continue recruiting employees for volunteer tree planting activities in 2026, jointly maintaining biodiversity and supporting forest conservation through actual participation in afforestation, while raising employees' awareness of natural ecology conservation and responding to ecological conservation principles through action.

New Buildings Protecting Local Native Species and Connecting with Local Heritage

Partnering with National Taiwan University to preserve old trees within the Hsinchu High-Speed Rail office building site.

MediaTek's Hsinchu High-Speed Rail office building broke ground in 2024. During the construction period (2022-2027), an industry-academia collaboration with National Taiwan University was conducted to preserve century-old banyan trees and the "Shisanjia Earth God Temple," creating an old-tree cultural park and civic plaza for public recreation, with continued project funding for tree maintenance to reduce construction impacts.



Ecological Maintenance and Tree Management Centered on Native Plant Communities

MediaTek's building constructed in the Miaoli County Tongluo Science Park established diverse biological habitats, preserving 9 existing trees including *Trema orientalis*, and following the "right tree in the right place" principle, additionally planting 194 native species trees across an area of approximately 0.23 hectares, with estimated annual carbon sequestration of 1.3382 (ton CO₂e/year)^{Note}. Additionally, at the HC-F building in the Science Park, tree habitat remediation and brown root rot disease control programs were conducted, preserving a total of 113 existing precious native tree species including slash pine, Japanese black pine, and camphor trees. The preserved native trees have an estimated annual carbon sequestration of 0.7449 (ton CO₂e/year)^{Note}.

Furthermore, MediaTek's India office also participated in the "Sustainability Hope Saplings" activity in 2025, with MediaTekers volunteers planting 28 saplings, injecting green vitality into the new office site. In the future, MediaTek will continue to pay attention to biodiversity-related issues, gradually incorporating nature-positive concepts into operations and decision-making processes, reducing potential impacts on the ecological environment through concrete action plans, and working with stakeholders to promote ecological conservation and sustainable development, advancing toward nature-positive goals.

Note: The method for estimating tree carbon sequestration refers to the data from the "Fourth National Forest Resources Survey Report" and the "National Greenhouse Gas Inventory Report – Chapter 6: Land Use, Land-Use Change, and Forestry Sector." On average, forests store about 9.89 tons of CO₂ per hectare per year. Also, according to the "Guidelines for Incentivized Afforestation Species and Planting Density per Hectare," for non-timber forests, the standard number of native woody plants per hectare is 1,500. This information serves as a reference for estimating carbon



Chapter 6

Community Engagement

MediaTek translates its core industry expertise into tangible ways and resources for investing in society. By combining the two focal areas of ‘educational innovation’ and ‘social innovation,’ MediaTek drives tech talent cultivation and digital social innovation to build a more inclusive and competitive talent ecosystem. In doing so, it lays a solid foundation for Taiwan’s technology talent and builds up capacity for industry growth. This represents one of MediaTek’s most enduring commitments to Taiwan’s future.

- 6.1 Digital Social Innovation and Sustainable Co-Creation
- 6.2 Solid Technological Foundation and Learning Ecosystem Co-construction
- 6.3 Industry-Academia Collaboration and Sustainable Talent Development
- 6.4 Philanthropic Action and Shared Prosperity in Arts and Culture

ESG Highlights

Genius for Home: From Competition Platform to Impact Co-Creation Engine, Partnering with Three Teams for Strategic Co-Creation

In 2025, Genius for Home officially transformed from a competition platform to an Impact Acceleration Program. MediaTek evolved from a resource provider to a strategic partner co-creating with social innovation teams. MediaTek will partner with three winning teams from the 2025 Acceleration Group to launch collaborative projects in 2026, including establishing a baseball talent database, expanding a fresh scallion seedling base, and conducting natural resource inventory in the Hsinchu shallow mountain area, advancing together toward real-world impact.

100% Teacher Innovation Support System Established, Shaping Consensus on Generative AI in Teaching

The STEM Course Creator Program supports frontline teachers in developing innovative technology courses. Through regular winter and summer retraining, classroom observations, and online community exchanges, 100% of participating teachers gained a reliable channel of professional support for discussing their teaching through this program, extending the program’s depth of impact; the program equipped 85.7% of teachers with approaches and direction for applying generative AI in their teaching.

28 Schools Receive Refurbished GPUs and Laptops, Advancing Emerging Technology Education

In 2025, a total of 159 items of refurbished MediaTek IT equipment were donated to 28 elementary and junior high schools. Refurbished laptops optimized IoT and hardware/software programming education infrastructure, while refurbished GPUs and servers cultivated the ability of teachers and students to use computing power to solve complex problems, closing the gap with emerging technologies.

94.2% of Female University Students Express Willingness to Pursue Tech Careers, Inspiring Both Academic and Career Paths

University and junior high school workshops on women in tech were held to systematically guide female students in understanding TECH departments and technology careers. 94.2% of university students expressed strong willingness to pursue tech careers, with a 32.4% increase in awareness of the tech industry. 96.5% of junior high school participants expressed willingness to continue learning technology, with a 12.7% increase in awareness of TECH departments, and nearly 90% (89.7%) expressed willingness to pursue tech careers.



ESG

MediaTek addresses key pain points in education and society, fully utilizing the Company's core capabilities and resources to design innovative solutions. Through flagship programs such as 'Genius for Home,' 'STEM Course Creator Program,' '1+1 Science Circle,' and 'Girls! TECH Action,' MediaTek facilitates sustained social change. Using the 'Theory of Change' as a strategic tool, MediaTek plans and evaluates the inputs, activities, outputs, and outcomes of its programs, accumulating visible and verifiable long-term change for Taiwan. This not only responds to long-term industry development needs but also drives knowledge-based action with social impact at its core, connecting industry-academia collaboration, cross-disciplinary cooperation, and sustainable development, exerting profound and concrete systemic influence in Taiwan's technology education and digital social innovation fields.



MediaTek Community Engagement Action Plan

MediaTek accelerates digital equity through strategic action, focusing on narrowing the digital technology gap across 'urban-rural,' 'gender,' and 'generational' divides. We leverage industry advantages, investing in education and innovation resources to create fair, inclusive, and forward-looking learning opportunities. We also actively collaborate with government, industry, and academia to build a talent cultivation environment with sustainable impact. As a corporate citizen, we actively promote public welfare and support society's progress.

Four Pillars	Program Name	Inputs	Urban-Rural	Gender	Next-Gen Skill
Digital Social Innovation and Sustainable Co-Creation	Genius for Home	<ul style="list-style-type: none"> ▶ Diverse training courses; Cross-enterprise senior executives as mentors; Cross-cohort exchange; Corporate co-creation for implementation 	<ul style="list-style-type: none"> ▶ Proposals covered 339 townships, 92% of Taiwan; 44 local teams continue operating 	<ul style="list-style-type: none"> ▶ Female team leader ratio 38.2%; Female participation ratio 42.1% 	<ul style="list-style-type: none"> ▶ 2,666 cumulative Tech4Good proposals, 53.5% students; >50 AI/IoT/VR/AR social innovation solutions annually; >20 corporate mentors per year
Solid Technological Foundation and Learning Ecosystem Co-construction	STEM Course Creator	<ul style="list-style-type: none"> ▶ Teacher training: summer intensive, winter follow-up; Subsidies for courses, research, competitions; Refurbished laptops deployed 	<ul style="list-style-type: none"> ▶ 30% spots for remote/disadvantaged schools; 15 remote schools supported 	<ul style="list-style-type: none"> ▶ Female teacher ratio rising: 30% (2021) to 55% (2025) 	<ul style="list-style-type: none"> ▶ 411 regular classes + 81 tech clubs over 5 years; 64.3% teachers report improved problem-solving
Solid Technological Foundation and Learning Ecosystem Co-construction	1+1 Science Circle	<ul style="list-style-type: none"> ▶ Resource sharing platform; Execution subsidies; Teacher training camps; Science book donations 	<ul style="list-style-type: none"> ▶ 21 locally-operated circles, 44 schools 	<ul style="list-style-type: none"> ▶ 25 female teachers in training camp 	<ul style="list-style-type: none"> ▶ 130 teachers & 484 students in science exploration; 3 collaborative programs, 25 teachers
Solid Technological Foundation and Learning Ecosystem Co-construction	Girls! TECH Action	<ul style="list-style-type: none"> ▶ Self-efficacy, career exploration & support courses; Female employee role models; Department visits & mentors; MediaTek HQ tours 	<ul style="list-style-type: none"> ▶ >45% from non-metropolitan areas 	<ul style="list-style-type: none"> ▶ 100% female students; 81 instructors 2023-2025, >80% female 	<ul style="list-style-type: none"> ▶ Over 60% continue STEM post-program; After 2.5 years, 75.6% female university students and 80.4% junior high school students believed that participation in the workshop had a significant impact on their subsequent learning and career choices.
Industry-Academia Collaboration and Sustainable Talent Development	Managed by MARC for higher education industry-academia R&D collaboration, for details, see Section 6.3 Industry-Academia Collaboration and Sustainable Talent Development				
Philanthropic Action and Shared Prosperity in Arts and Culture	Employee-led diverse volunteer clubs extending MediaTek's social impact to all corners of society, fulfilling our long-term philanthropic commitment to fostering a more inclusive and diverse future. For details, see Section 6.4 Philanthropic Action and Shared Prosperity in Arts and Culture .				

6.1 Digital Social Innovation and Sustainable Co-Creation

MediaTek believes every person has the potential to create unlimited possibilities using digital technology. In 2018, MediaTek launched the digital social innovation competition 'Genius for Home' to encourage the public to use technology to offer solutions for hometown issues. In 2025, it transformed into the 'Genius for Home - Impact Acceleration Program,' with MediaTek actively participating in post-competition implementation, collaborating to put proposals into practice, more precisely supporting high-potential social innovation teams, and realizing social impact together.

6.1.1 Genius for Home

SDG 4.7 SDG11.a SDG17.17

Taiwan's largest Tech for Good competition, co-creating social value with corporate core capabilities

- Transformed into Impact Acceleration Program; post-competition MediaTek invests in co-creation to support implementation.
- Partnered with 4 semiconductor ESG partners: Arm, Cadence, ASE, vivo
- 548 participants, 132 innovative solutions
- 29 consultants, mentors, and lecturers; 28 hours of training
- Nurtured and supported 18 social innovation teams

Project Actions

2025 Key Transformation: From Competition Platform to Impact Co-Creation Engine

Since its founding in 2018, 'Genius for Home' has accumulated 2,666 proposals for improving hometowns over eight editions, gradually becoming Taiwan's most representative social innovation platform. However, the end of a competition is never the end of change.

In 2025, MediaTek officially transformed Genius for Home from a competition platform to an 'Impact Acceleration Program.' The core of this transformation lies not in expanding the competition's scale, but in a fundamental shift in role—MediaTek evolving from a resource provider to a 'strategic partner co-creating alongside social innovation teams.' After the finals is where the real journey of impact implementation begins.



2025 Genius for Home - MediaTek Impact Acceleration Program | Project Timeline



May — June

Application Period

- ▶ Register in teams of at least 2 members.
- ▶ Two tracks: Innovation Seed Track and Impact Acceleration Track
- ▶ Submit the application forms and upload proposal decks on the official website



Finalists announced Jul 21; mentorship Aug — Oct

Finalist Mentorship & Acceleration Period

- ▶ 5 teams for the Seed Track ; 10 teams for the Acceleration Track. Jul 21
- ▶ Capacity-building courses: 2 required + 2 elective Aug 23, Sep 27
- ▶ Corporate Mentorship & Guidance (Acceleration Track only) Sept 1 — Oct 31



Nov 29 (Sat)

Demo Day

- ▶ 5-minute public pitch + 3-minute Q&A with judges.
- ▶ Seed Track: Prototype Development Award: NTD 200,000; Innovation & Creativity Award: NTD 50,000 × 2
- ▶ Acceleration Track: Impact Co-creation Award: NTD 1,000,000; Rising Star Award: NTD 300,000 × 2



3 Months after Demo Day

Impact Co-creation Period

- ▶ 3 selected teams from the Acceleration Track will move forward with further proposals and collaboration with MediaTek.
- ▶ Total collaboration fund of NTD 2,000,000.

Co-Creation Model: MediaTek as Impact Acceleration Partner

In the 2025 Impact Acceleration Program, MediaTek engages in genuine co-creation with winning teams, advancing social impact from 'a good proposal' to 'an implemented change.' To achieve this goal, we took the following actions:

Cross-Enterprise Mentor and Consultant Team - Gathering Industry Wisdom to Address Teams' Most Pressing Challenges

MediaTek assembled 11 senior executives and expanded invitations to 9 mentors from ESG corporate partners including ASE, Cadence, and vivo, forming a 20-person cross-enterprise advisory team providing one-on-one in-depth consulting to 12 shortlisted Impact Acceleration teams in business models, proposals and social impact, target customers, and cloud/cybersecurity consulting.



Systematic Training Courses - Building a Practical Foundation for Impact Implementation

Before the guidance period, MediaTek proactively interviewed all shortlisted teams to diagnose common capability gaps. Based on findings, a phased training curriculum was designed from 'Basic Business Model' to 'Advanced Business Model' and 'Pitch Presentation Skills,' then to elective modules on 'Brand Marketing' and 'Business Development and Cross-Industry Collaboration,' providing practical experience to help teams continue exerting social impact.

2025 Impact Focus

The 2025 impact co-creation mechanism enables winning teams to sustain momentum after the finals. Through co-creation proposals with MediaTek Foundation, support fund investment, and continuous resource connections, 'ideas with potential' are gradually transformed into 'verified impact.'



**MediaTek Impact Co-Creation First Prize:
NT\$1 million**



2025 Grand Prize Winner: Rebas

Taiwan's baseball ecosystem has historically lacked a unified scouting database, leaving a gap in athletes' comprehensive profiles, game statistics, training records, and development trajectories. Consequently, overseas scouts had to rely on limited on-site observations. This data scarcity increased scouting risks, led to inaccurate assessments, and caused genuinely talented players to be overlooked. To address this, the team built a comprehensive baseball talent database to showcase Taiwan's promising players on the global stage.

2026 Impact Co-creation

In 2026, with MediaTek's support, the team is rolling out a "13-School tryout tour and a large-scale player showcase," extending its data collection to junior high and high school athletes. With a strong focus on bridging the urban-rural divide, the initiative specifically targets athletes in central, southern, and eastern Taiwan. By illuminating hidden talents for global scouts, this partnership is pioneering a new era for Taiwanese baseball talents to leap onto the world stage.

Impact Co-Creation Support – Foundation Partners with Winning Teams to Develop 2026 Plans

The 2025 Genius for Home transformation into the Impact Acceleration Program focuses on the final stage—impact co-creation. MediaTek invests in helping winning teams implement plans, providing external professional consulting and Foundation support funds.

Individual Team Consulting

Based on each team's current development needs—corporate collaboration marketing strategies, organizational management, and/or customer demand analysis—mentors from various professional fields are matched and invited to provide professional guidance, substantively helping teams overcome challenges in the next stage.

Collaboration with Foundation and Co-Creation Support Fund

Winning teams may submit further proposals to the Foundation after the competition, co-creating under mutually agreed social impact goals with 2026 execution plans. The Foundation provides co-creation support funds and additional resources and connections as a partner.

In addition to the first prize winner 'Rebas,' two other teams entered the impact co-creation stage:

CoCoTree Technology Limited (Potential Pioneer Award)

After participating in Genius for Home in 2022, the company was formally established in 2023, providing comprehensive quantifiable forest management through 'nature-based' solutions. In 2024, it partnered with Kaohsiung City Bureau of Agriculture to manage 438 hectares. In 2025, it won the Potential Pioneer Award.

→ In 2026, CoCoTree will collaborate with MediaTek to inventory natural resources in shallow mountain areas surrounding headquarters.



Potential Pioneer Award - CoCoTree



For more information, please visit the CoCoTree website

Tech Farmer - Breaking Through Difficulties (Potential Pioneer Award)

Changhua County has long experienced significant outflow of young/middle-aged population, losing approximately 1,000 per month. The team connects rural agricultural schools with long-term care family caregivers, using scientific management to establish a 'Scallion Seedling Base' in Huatan Township, gradually developing a safe and high-quality scallion value chain, building a mutually beneficial model balancing farming income, elderly care, environmental conservation, and community development.

→ In 2026, with MediaTek Foundation support, this model will be replicated to adjacent areas, optimizing rural income while developing an elderly care model.



Potential Pioneer Award - Tech Farmer

Overlap with Priority Locations for Regional Revitalization

The impact of Genius for Home is also demonstrated in the strategic significance of its geographic distribution.

Among the proposals in the year 2025, 26 townships reached priority regional revitalization locations listed by the National Development Council (134 total). Nantou County had the most (5), followed by Pingtung County (3). Jianshi Township near MediaTek's Hsinchu headquarters also had proposals, showing how social innovation energy has emerged to assist where change is most needed.

County/City	Number	Townships/Districts	County/City	Number	Townships/Districts
New Taipei City	1	Ruifang District	Yunlin County	2	Gukeng, Kouhu
Hsinchu County	2	Wufeng, Jianshi	Chiayi County	1	Alishan
Miaoli County	1	Tai'an	Taoyuan City	1	Fuxing
Taichung City	2	Heping, Xinshe	Kaohsiung City	2	Alian, Qieding
Changhua County	4	Huatan, Fuxing, Yongjing, Fangyuan	Pingtung County	3	Neipu, Jiadong, Yanpu
Nantou County	5	Zhongliao, Ren'ai, Shuli, Mingjian, Puli	Hualien County	2	Xiulin, Yuli



5

Nantou County had the most, with 5 townships



3

Followed by Pingtung County with 3 townships

Stakeholder Feedback

A satisfaction survey was conducted for 18 finalist teams who completed the entire process:

- ▶ 97% positive feedback on guidance resources, Demo Day, etc., and willingness to recommend future participation.
- ▶ Teams self-assessed goal completion at 8.2/10 overall, with 70% achieving goals 'beyond expectations'. Participation not only optimized technical capabilities but connected them with partners from different fields. During the guidance period, through training, consulting, and mentoring, team members expanded their horizons and reflected on their program's original intentions.

Acceleration Group Team: Connect10

"We especially want to commend the business model, marketing, and pitch courses. The content was rich and practical, helping us grow significantly in focusing on problems, crafting value propositions, and clearly presenting solutions."



Seed Group Team: Spiral Sauce

"Through Genius for Home, we met many people and broadened our horizons. In addition it gave us the chance to learn about what many startup teams are doing. It is evident that everyone is truly dedicated to contributing to their hometown!"



6.2 Solid Technological Foundation and Learning Ecosystem Co-construction

To actively respond to the urgent global demand for digital transformation and talent cultivation, MediaTek strategically strengthens the foundation of the tech talent chain through its program framework, aiming to create systemic change within the tech talent ecosystem.

6.2.1 STEM Course Creator Program

SDG 4.c

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

- + 135 elementary and junior high schools have offered tech courses and clubs (since 2021)
- + In 2025, 82 teachers were trained a total of 57.5 training hours per individual
- + 85.7% of teachers introduced generative AI into their tech courses for the first time
- + 92.9% of teachers guided their students to solve real-life problems using IoT and hardware/software projects for the first time
- + 100% obtained stable professional channels and platforms for discussing teaching

Project Actions

Now in its fifth year, the STEM Course Creator Program continues supporting mechatronics, IoT, and AI courses, encouraging teachers and students to solve real-world problems. With rapid generative AI development, teachers focus highly on integration. In 2025, the program strengthened exploration of repositioning tech teaching in the AI era and maintained student's independent thinking while collaborating with AI. The program structure is as follows:

- ▶ **Participants:** Elementary and junior high school teachers passionate about integrating technology into education.
- ▶ **Training:** Experienced frontline professional instructors as mentor teams—four-day intensive summer training, two-day winter re-training, school visits and technology education observation activities during the semester.
- ▶ **Multi-faceted resources:** Subsidies for school course implementation, teacher independent research, competitions/exhibitions, including subsidies for generative AI services used in teaching research.
- ▶ **Program period:** 1+1 years. After one year, teachers may assess needs and decide whether to continue.
- ▶ **Alumni system:** After completing two years, participants become 'Course Creator alumni.' While subsidies cease, alumni can continue returning for training. In 2025, alumni return rate reached 51.8%, demonstrating individuals' autonomous drive.
- ▶ **Learning effectiveness evaluation:** Regular surveys during winter/summer breaks assess gaps between support and actual teaching, with impact tracking surveys evaluating substantive effectiveness.



▲ Cross-cohort photo of 1st to 5th Course Creators.



▲ The Course Creator Program continues developing multi-track K-12 technology teacher training content.

2025 Impact Focus

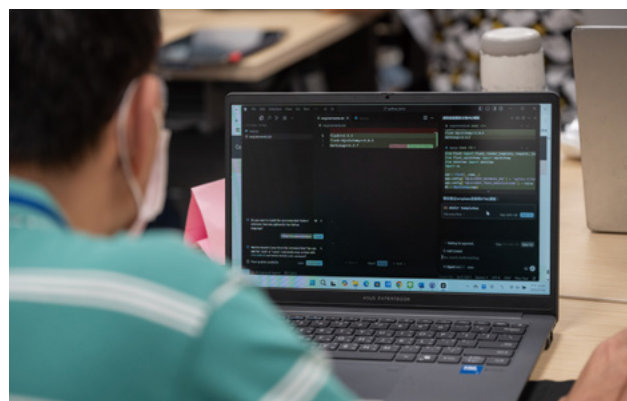
In 2025, MediaTek assisted 48 schools in offering technology courses/clubs across Hsinchu, Taipei, Tainan, and 16 other counties/cities. 104 regular class sections and 13 club sections were offered, covering 955 junior high and 1,718 elementary students. This year three innovative approaches were seen for the first time:

Frontier Exploration Moving Toward Structured AI Teacher Training—First See the Change, Then Design the Change

Since 2023, the program developed multiple generative AI experimental teacher training modules. In 2025, it consolidated from individual experiences to structural planning—first seeing the change (leading teachers to experience AI frontier technologies), then designing the change (reflecting on learning changes and adjusting teaching design).

Building on this structure, AI IDE, AI Coding, AI Agent (including MCP implementation) experience courses and Open Claw knowledge sharing were developed. Multiple workshops on ‘Learning with AI’ explored vibe coding’s impact on K-12 tech education, demonstrating AI-assisted learning while maintaining student independence, encouraging frontline teachers to translate frontier experiences back to classrooms for implementable teaching experiments.

International trends in AI management and governance were also introduced, strengthening teachers’ awareness of responsible AI use. According to impact surveys, 85.7% of teachers incorporated generative AI into teaching processes or adjusted course structures as a result.



▲ Summer training AI IDE introductory course, experiencing human-Agent collaborative development.



▲ Winter exchange opening lecture on AI integration path strategies, highlighting the growing importance of AI governance, ethics, and responsibility.

Cross-Disciplinary Application Bringing Technology Beyond Tech Class into All Subjects

Previously the program focused on technology teachers, but 36% of 5th-cohort Course Creators come from natural science backgrounds. They proposed sensor applications and IoT-automated science experiments, demonstrating their desire to use technology to make abstract natural science concepts tangible.

Observing this need, in 2025 the program partnered with ‘1+1 Science Circle’ for the first time, extending lesson plans to offer ‘Technology and Science’ thematic courses on friction measurement and colorimetry. Special natural science groups were established during cross-cohort exchanges, enabling physics, chemistry, and biology Course Creators to share examples like ‘Light-Up Science (Optics & Programming),’ ‘Smart Cooling Classroom (Heat Conduction & IoT),’ and ‘Smart Eco-Bottle (Temperature/Humidity & Hardware/Software Integration),’ creating new teaching possibilities at the intersection of technology practice and scientific inquiry.



▲ 1+1 Science Circle lesson plans extended to Course Creator Program ‘Technology x Science’ course, implementing IoT-based friction measurement digitization.



▲ Cross-disciplinary natural science Course Creators in lesson plan exchange group discussions.

Teacher-Student Co-learning Students Enter as Classmates—Teaching Assistant Cultivation and Teaching Verification in Parallel

The Course Creator Program trains teachers, but in 2025, limited student spots were opened for the first time. Course Creators recommended promising students to participate, achieving a dual purpose:

‘Teaching Assistant Cultivation’—students and teachers receive identical technical and project development training, building shared learning language, serving as classroom TAs upon return; ‘Teaching Verification’—when students are present during teacher training, teachers directly observe first-hand authentic learning reactions, allowing real-time calibration of teaching pace and difficulty.



▲ Students receiving Arduino creative project training and presenting creative life projects.



▲ Students and Course Creators forming teams to discuss pain points, design PRD, and collaborate on vibe coding Prototype implementation.

In 2025, Course Creators from 10 schools brought students to train together. These teacher-recommended students frequently became the focus, proposing innovative ideas teachers hadn't considered (e.g., dual ultrasonic people-counting). One student shared after applying generative AI to an Arduino project: 'AI is a translator, not a ghostwriter'—these vivid moments not only inspired teachers but made training a platform for teacher-student co-learning and mutual empowerment.

Refurbished IT Equipment School Deployment

2025 First Expansion of Donation Items and Recipients

MediaTek continues exploring how to leverage internal resources for substantive educational support. Since 2024, observing infrastructure bottlenecks, MediaTek Foundation and IT launched cross-departmental collaboration to refurbish and donate laptops, establishing an enterprise IT equipment educational donation mechanism. In 2025, beyond laptop donations, computing equipment donations expanded to GPUs and servers, moving from basic infrastructure to sharing cutting-edge computing power.

78 refurbished laptops were donated to five Course Creator schools: Sheliiao Elementary (Nantou), Mingde Senior High's junior high division (New Taipei), Chenggong Elementary (Tainan), Siwei Elementary (Kaohsiung), and Danfeng Elementary (New Taipei), optimizing IoT and programming education infrastructure.



1 2 Refurbished laptops after hardware/software reconditioning, deployed in Course Creator school technology courses.



3 4 Refurbished GPU servers entering K-12 schools with dedicated on-site guidance.

As understanding of computing power becomes increasingly important in the AI era, the newly launched refurbished GPU and server program expanded beyond Course Creator schools. 72 refurbished GPUs and 9 servers were donated to 23 schools and educational units, covering diverse teaching applications including local LLM applications (teaching assistants, digital preservation of school history), machine learning model training (MediaPipe image projects), and technology education (GPU concept teaching), making computing power an accessible exploration tool for K-12 teachers and students.

Impact Data Survey scope: 4th cohort (2024-2025) Course Creator Program

Teacher Dimension	Course Dimension	Student Dimension
Teachers report learning	Teacher self-assessment on course changes	Based on teacher observation

Teachers report learning:

- ✓ Technical Skills: Mechatronics: **100%**
- ✓ IoT: **100%**
- ✓ AI (ML): **78.6%**
- ✓ GAI (LLM API): **100%**

92.9%

introduced technical skills for first time

35.7%

report increased class size

64.3%

report students willing to invest more time

Teaching Methods:

- ✓ Computational thinking: **92.9%**
- ✓ Design thinking: **100%**
- ✓ Project-based learning: **92.9%**

64.3%

introduced teaching methods for first time

64.3%

report improved problem-solving ability

Support System and Other

42.9%

believe the program promoted colleagues' recognition of technology education importance, and 28.6% believe it led to concrete support actions.

100%

obtained channels for discussing technology education issues.

85.7%

believe they can build on the program to continuously develop up-to-date technology courses strengthening students' problem-solving abilities.

Stakeholder Feedback

Teacher Kuo Chin-Ling, Yingge Elementary, New Taipei City 4th Cohort Course Creator

“Participating in the Course Creator Program has been a challenging yet tremendously growth-filled journey. From first encountering development boards and exploring teaching content, to experiencing trial-and-error alongside students, every step deepened my understanding of ‘teaching is learning.’ I tried to combine technology education with students’ life experiences, gradually building my own teaching framework. Though I once felt anxious due to technical bottlenecks and teaching setbacks, every problem solved became an opportunity for mutual growth with students. Students accessed technology content otherwise difficult to learn, increasing their interest. Whenever they successfully completed tasks, the surprise and achievement on their faces deeply moved me.

Looking back, under the program’s umbrella, there’s no need to worry about being fully prepared or being an expert—as long as you’re willing to start, you’re already on the path forward. Thank you again to MediaTek Foundation for tremendous resources. I hope to continue exploring and pass this enthusiasm to more students. Just do it! Every step is a worthwhile harvest.”



► Teacher Kuo learned programming and mechatronics from scratch through the Course Creator Program, leading 5th graders in Micro:bit and Arduino learning and winning at county-level STEAM competitions within one year.

Teacher Ke Chien-Sheng, NTHU Experimental Elementary 2nd Cohort Alumni

Teacher Ke joined the Course Creator Program in 2022 and has returned for nearly every training over 3 years through the alumni mechanism. He transformed learnings into daily teaching, coding a gamified teaching system using AI, visualizing student learning journeys, and designing IT courses with systematic thinking and peer-support atmosphere.

“Returning this year to various AI track courses allowed me to constantly reflect and stay on track. No matter the changes in content, the ultimate goal is cultivating students’ independent learning ability. Every exchange at Course Creator training is a qualitative improvement. Thank you MediaTek Foundation—please continue. I believe Course Creators’ students will be very fortunate.”



► Through Teacher Ke’s self-built learning record platforms, students were able to document their difficulties encountered in learning, and through deliberately designed mutual-support sessions in class by discussing and solving their problems together, they are able to strengthen their autonomous learning motivation and ability.

6.2.2 1+1 Science Circle Program

SDG 4.b

Subsidizing cross-school collaboration between elementary schools and local junior/senior high schools, building locally-operated science learning ecosystems

- ✚ In 2025 (spanning 2024 second semester + 2025 first semester), 21 project groups supported, 44 schools developing science education collaboration.
- ✚ For the first time, one partner school accompanies two core schools, with 1+2 forming closer local community learning.
- ✚ The ‘Teacher Collaborative Learning Program’ established for the first time, enabling teachers with shared needs to grow together.

Project Actions

From Point-Based Support to Ecosystem Construction

The Foundation’s 12-year ‘National Elementary Popular Science Hands-on Project’ assisted over 25,000 teachers and students. However, many remote schools remain constrained. In 2024, the ‘1+1 Science Circle’ was launched—not an extension but a strategic deepening from ‘supporting individual schools in competitions’ to ‘building locally self-operating, long-term sustainable science learning ecosystems.’ In 2025, the model’s feasibility is being validated across Taiwan.

► **Target:** Groups of 1+1 schools—one elementary + one nearby junior/senior high/vocational school

Role positioning:

- Core schools: Elementary schools seeking to build ‘local science learning ecosystems,’ with teachers and students as primary beneficiaries and execution sites.
- Partner schools: Junior/senior high/vocational schools seeking to practice science education, mutual learning, and social impact.

► **Resources:** Project subsidies, teacher training camps, popular science book donations.

What remote schools lack most is not just funding, but sustained talent energy and knowledge flow. The 1+1 model, through cross-age school partnerships, transforms resources from one-time injections into locally self-sustaining learning ecosystems.

The program simultaneously provides subsidies, teacher training camps, and popular science books to support substantive operation, ensuring each circle has the basic conditions from launch to continuation.

2025 Teacher Training Camp group photo



In 2025, 15 new Science Circles (31 schools) were admitted; over 1,800 teachers and students expected to participate or benefit across Taiwan.

2025 Impact Focus

The 1+1 Science Circle's impact comes not just from the number of schools but from how the program systematically strengthens each circle's internal energy. In 2025, the program deepened sustainability across three levels: teacher capability, learning resources, and community connections.

Teacher Training Camp - Initiating a Mindset Shift in Teaching Design

Teachers are the key to whether a Science Circle truly operates. The 2025 camp offered one day of intensive courses from scientific inquiry's essence, combined with hands-on digital tools, helping teachers rethink design logic; introducing startup perspectives to expand teachers' imagination of how science education can happen.

The camp also opened to non-admitted teachers. 42 teachers attended with 99% overall satisfaction. This openness extends impact beyond the program circle, accumulating broader science education energy.



▲ Post-training camp experience sharing

Popular Science Book Donations - Providing Material Foundation for Science Learning

We have carefully selected 30 new and recently published popular science books from different fields and levels and donated them to schools. In 2025, 930 books donated to 31 schools, serving as collaborative materials for core and partner schools in science learning plan design, giving the 1+1 partnership more concrete collaborative media.



▲ Core school book donation



▲ Partner school book donation

Collaborative Learning Program - Making Teacher Communities the Most Powerful Extension

Whether impact continues depends on whether teachers form self-driven learning networks. In 2025, teachers independently initiated collaborative learning programs, open to internal and external teachers. 3 programs were launched with 25 teachers.

Stakeholder Feedback

Teacher Feedback

Partner School: Zhongzheng Junior High, New Taipei City Teacher Chen

"For teachers, the core positive change comes from witnessing the real-life effects of learning role-reversal. When both junior high and elementary students take turns as activity leaders, teachers observe not just successful task completion but a clear shift between 'passively receiving' and 'actively transmitting' knowledge.

This was especially true when junior high students served as role models for elementary students—a profound form of teaching feedback for teachers, as the hard-to-quantify classroom impact became concretely visible in the real context of cross-school exchange. This strengthens confidence in experiential teach-to-learn design and transforms teachers from 'curriculum leaders' to 'learning environment architects'—the most meaningful change in professional growth."

Core School: NPUST Experimental Elementary, Pingtung Teacher Wang

"The greatest return is seeing science learning truly 'come alive.' Students develop more curiosity through hands-on operations and data observation; teachers accumulate experience converting abstract concepts to operable learning; schools gradually establish a science learning atmosphere combining inquiry, technology, and reading, making science part of daily school life."

6.2.3 Girls! TECH Action - Tech Girls Future Design Workshop

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

Systematically deconstructing key age groups and decision variables, partnering with top universities to simultaneously explore academic and career paths, cultivating future female tech talent

Highlight 1

Validated by data –Rising Interest and Confidence in Technology Among Young Women

89.7% of secondary school and 94.2% of university participants intend to pursue technology careers; university participants' industry awareness rose 32.4 percentage points. After two and a half years, over 70% of the female students said the program significantly shaped their studies and career choices. Half of each session came from outside the six special municipalities, reaching under-resourced regions.

Highlight 2

From Participants toChangemakers – Campus Ambassadors Widening the Circle of Impact

The program cultivates young women's leadership by design. In 2024–2025, 22 participants launched 8 campus events on their own initiative and created 64 pieces of social media content, reaching 448 students and 22 teachers—giving each young woman the chance to become the starting point for the next wave of impact and deepening campus and community engagement.

Highlight 3

Intergenerational Support –MediaTek Women Building a Network of Encouragement

29 MediaTek women took part in a variety of roles—as pen pals, alumnae speakers, and volunteers—contributing 123 hours of mentorship and encouragement. They offer more than resources: they are living examples of what a technology career looks like, showing students who are still figuring out their direction that such a path is real and within reach.

Project Actions

A Systematic Approach : From Inspiring Interest to Real Career Paths

While women's representation in STEM fields is steadily rising, the share who ultimately enter the technology industry remains low. To systematically close this gap, the MediaTek Foundation launched the Girls! TECH Action Future Design Workshop in 2023, grounding its approach in research from Taiwan and abroad on women in STEM together with on-the-ground observations.



The Girls! TECH Action Future Design Workshop runs two parallel tracks—junior high/high school and university—each tailored to the core needs of that stage:

Dual-Track Course Design

Secondary School Session	University Session
Strengthening interest and identity before high school track selection	Clarifying career direction before entering the workforce
Selected from Grades 8–10 30 student–parent pairs (60 participants)	Selecting first- to third-year Students 40 Participants, Open to All Majors
<p>► Designed to spark interest and build confidence, the two-day workshop brings students and parents face to face with women engineers, university students, and professors. First-hand experience of industry workplaces, paired with financial and career planning, helps participants build the motivation and confidence to study technology.</p>	<p>► This one-day career exploration workshop at MediaTek's headquarters deepens participants' understanding of the technology industry, showing them the many paths a technology career can take and encouraging young women to look beyond their major and explore the possibilities open to them.</p>

Addressing the limited access to technology resources for girls outside northern Taiwan, we deliberately reserved slots for students from remote areas. In this session, 47% of the participants came from non-metropolitan areas. To alleviate family financial burdens, we provided fully subsidized travel and accommodation for all admitted students.



Post-workshop, the program continues to deepen its impact through three extension mechanisms:

Campus Ambassador Program: Encouraging participants to organize their own events back at their schools, expanding its impact throughout broader campus communities;

Pen Pal Program: Enlisting 16 MediaTek female employees to support participants through letters, sustaining their learning momentum;

Corporate Volunteer Network: Engaging 29 MediaTek women employees as mentors, speakers, and volunteers to contribute a cumulative 123 hours, building an intergenerational support network for women in technology.

2025 Impact Highlights

Workshop Design Background

The impact of the Girls! TECH Action workshop stems from deliberate design. Drawing on academic research and international practices, the program works across four evidence-based dimensions to systematically lower the psychological and cognitive barriers women face in entering technology careers:

Relatable Role Models: Building Belonging and Self-Efficacy

Research indicates that role models who feel too distant or unattainable may instead weaken confidence. Therefore, the workshops intentionally invite young female engineers, university student mentors, and women in the technology industry from non-engineering backgrounds, allowing participants to “see their own future in these older peers.” This strengthens their belief that “I can pursue this path too,” and effectively helps them expand what they can picture for themselves in technology careers.



Emphasizing Real-World Relevance: Strengthening Motivation to Engage

Real-world relevance is one of the key factors in connecting women students’ STEM interests to careers. The workshop organized tours of, and discussions with faculty from, the Departments of Electrical Engineering, Computer Science, and Physics at National Taiwan University (NTU). Hearing professors and alumnae engineers share professional applications helped students grasp how technology addresses social problems, building confidence and easing concerns about choosing technology-related roles. Post-event surveys showed that visiting labs in person to solve real-life problems helped students visualize their potential impact in professional fields, strengthening motivation to engage.



Inspiring Financial Mindsets: Strengthening a Sense of Career Agency

The workshop bridges career choices with the real world through a financial lens, having students calculate their own annual living costs at age 35 and use AI tools to envision what they want their future lives to look like. This enables them to understand how to effectively manage future income, expenses, and risks; it also uses data to analyze career development, helping young women recognize what different roles actually involve.

Post-event surveys showed that financial thinking and risk management courses broadened students’ perspectives on career decisions, significantly strengthening their motivation to pursue technology careers.



Firsthand Experience of Industry Workplaces: Reversing Stereotypes

Registration forms showed that students were interested in the technology industry but knew little about it, and were unsure whether it would suit them. The program therefore created “Unboxing MediaTek Headquarters,” taking students on an in-person visit and connecting them with MediaTek alumnae working in AI, IC design, algorithm development, and human resources. Students learned about the range of fields where they could make an impact, as well as the company’s benefits and its commitment to diversity and inclusion. Post-event surveys showed that most students let go of the stereotype that the technology industry is socially isolating and offers little interaction, while many parents said their view of the industry had changed and that they would encourage their daughters to pursue a future in technology.

Campus Ambassador Program: Expanding Campus Impact and Community Engagement

Sustaining workshop impact and encouraging female leadership, Girls! TECH Action established the “Campus Ambassador Program,” allowing participants to apply for funding after the workshop to host their own talks and events on their own campuses, inspiring more girls to confidently pursue their interests and explore the possibilities of a career in technology.



▲ Chang, a campus ambassador at Tainan Municipal Chien-Hsing Junior High School, organized an “Afternoon Tea with a Scientist” talk and a Women in Science book display at her school, and invited younger students to put on a storytelling performance about women scientists.



▲ Campus Ambassador Shen from Taipei First Girls’ High School organized the “Girls in TECH: Women Across Disciplines X the Future of Technology” talk at her school.

In 2024–2025, 22 participants in the Campus Ambassador Program led 8 campus events—including talks, book displays, science theater performances, and coding workshops—and created 64 pieces of social media content, broadening engagement on campus and in the wider community while strengthening young women’s participation and leadership in technology.

Pen Pal Program: Sustaining Learning Momentum

After the workshop, the Pen Pal Program pairs participants with 16 MediaTek women employees, who write to them to sustain their momentum in learning about technology and their enthusiasm for exploring careers, strengthening students’ connection to the field and their motivation to pursue it.

Corporate Volunteer Engagement, Building Cross-Generational Women in Tech Support Network

29 MediaTek women served as alumnae speakers and volunteers, contributing 123 hours of service to support women students as they explore learning and career paths in technology, and building a network for shared learning and growth both inside and beyond the company.

Impact Metrics

The program tracks not only participants' immediate reactions but also their progress across multiple years, in order to verify how deep its impact really runs.

Immediate post-event feedback showed a 32.4% increase in university participants' positive view of the technology industry and a 12.7% increase in secondary school students' awareness of STEM-related fields of study, both compared with before the event, with 96.5% expressing a strong intention to continue learning about technology.

The longitudinal data is more telling still. Six months after the workshop, more than 90% of participants reported greater confidence in exploring STEM. A two-and-a-half-year follow-up found that 75.6% of university students and 80.4% of secondary school students said the workshop significantly influenced their subsequent studies and career choices—showing a lasting shift in outlook rather than a short-lived reaction to the event.

The follow-up survey also recorded concrete actions. Among university participants, 65.4% took additional STEM electives on their own initiative and 61.5% began teaching themselves new technical skills. Among secondary school participants, 56.3% taught themselves new STEM skills after the event and 31% went on to join related camps or competitions. The data confirms that Girls! TECH Action has set in motion real and lasting changes in behavior.

Participant Feedback

2025 Secondary School Session: Post-Event Survey Feedback

Luodong Junior High School, Yilan County Student Yu

"I used to think that tech majors were extremely difficult and dry, involving nothing but endless coding. But now, I realize that's not the case at all! The experiences shared by the female mentors showed me that the tech field is incredibly diverse. Beyond coding, you can design cool products, conduct fascinating research, and shape every little detail of daily life. More importantly, I now know that girls can truly shine in these fields. With so many warm and brilliant people cheering us on, choosing a tech major no longer feels like pressure, but rather an adventure full of opportunities and challenges!"

Yangzi Junior High School, Yunlin County Student Ding

"This event showed me how many sides electrical engineering has—it can even connect with biology, and it's not just a subject where you sit and read. There are so many experiments. Watching the older students in the labs talk about their work, I could see their eyes light up with real passion for their research. They looked so cool doing it. I hope I can be like them—find a subject I truly love, and throw myself into it completely!"

Chiayi Senior High School Father of Student Wang

"Over these two days, I gained a deeper understanding of university STEM departments and workplaces in the technology industry. I have always encouraged my child to pursue this path, and now I am even more convinced. Seeing firsthand how supportive and welcoming the technology workplace is toward women has reassured me regarding my daughter's future career."

2025 University Session: Post-Event Survey Feedback

Department of Technology Application and Human Resource Development, NTNU Student Lu

"Following the workshop, I joined a university laboratory to participate in quantum-related research, which also gave me the opportunity to present my findings at an academic conference. I find myself growing increasingly passionate about technology and more eager to explore it further."

Department of Electrical Engineering, NCNU Student Liao

"As an electrical engineering major, I have recently taken numerous advanced elective courses, participated in research project competitions, executed university undergraduate research grants, and interned at a technology company over the summer to explore my career options. I am currently applying to graduate school in related fields. The workshop experience has strengthened my resolve to keep pushing forward on this path."

Alumnae Tracking

In 2025, MediaTek conducted a follow-up survey of past participants, inviting them to share how their Girls! TECH Action! experience shaped their career directions one to two and a half years later.

University Session Feedback (2025 Survey Responses)

2023 cohort

two-year follow-up

Double Major in Foreign Languages and Computer Science & Information Engineering, CCU Student Yang

"The workshop gave me immense encouragement and motivation, and confirmed that I am heading in the right direction. It showed me the technology industry actually operates and connected me with many wonderful people walking the same path, letting me know that I am not alone!"

2023 cohort

two-year follow-up

Department of Electrical Engineering, NTNU; now graduated and working as an AI engineering intern in the technology department at CommonWealth Parenting Student Sun

"Seeing so many outstanding MediaTek alumnae and peers at the Girls! TECH Action workshop—women from a range of majors and backgrounds, all doing what they love—made me realize that I have options and the ability to pursue them. It was incredibly inspiring, and it boosted my confidence and my willingness to act, giving me a firm belief that I can do it too!"

Middle School Session Feedback (2025 Survey Responses)

2023 cohort

two-year follow-up

Currently Attending Taichung Girls' Senior High School Student Lin

"I feel that the Girls! TECH Action workshop has subtly reshaped our mindsets, making me much more confident. When facing things that seem extremely daunting, I now believe that if others can do it, so can I. Sometimes, once you take the first step, you realize it is not nearly as difficult as you initially imagined."

2024 cohort

one-and-half-year follow-up

Currently Attending Hsinchu Girls' Senior High School Student Huang

"The stories and challenges shared by the female mentors taught me that 'entering tech' does not require a perfect starting point; rather, it takes the courage to try and the willingness to learn. Even though women are the minority in the workplace, seeing them thrive in the tech industry boosted my confidence and made technology feel within arm's reach. Ultimately, the greatest impact of the workshop is that it made me dare to think bigger, act bolder, and look forward to finding my own place in the tech world."



6.3 Industry-Academia Collaboration and Sustainable Talent Development

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

Driving industry-academia collaboration and higher education talent cultivation, creating new momentum for education

Executed 91 projects in 2025 (56 domestic);

- + over 40 students from collaborative research projects joined MediaTek employment; 26 students interned at MediaTek
- + 2Successfully applied 11 patents successfully applied and won 48 competition awards
- + 2Co-published and sponsored 195 technical papers through MARC; independently submitted 35 papers by MediaTek's R&D team

MediaTek has been actively and closely collaborating with universities since 2002, spanning over twenty years, managed by MediaTek Advanced Research Center (MARC). In 2025, MediaTek invested more than NT\$100 million in partnerships with universities in Taiwan and around the world, reinforcing the long-term commitment to research excellence, talent development, and sustainable innovation

MARC serves as MediaTek's platform for advanced research collaboration and innovation. Its work spans advanced research initiatives, the establishment and operation of university-based collaborative research centers, participation in industry-academia alliances, and engagement with government programs that support key technology priorities. Beyond these initiatives, MARC actively collaborates with leading universities and research institutions, contributes to international technology forums and research communities, and promotes academic and industry exchanges worldwide. For more than two decades, MARC has built an extensive network of industry-academia partnerships across Taiwan and around the world. The academic partners include: NTU, NTHU, NYCU, NTNU, NCKU, NCU, CCU, NSYSU, NTOU, NTUST, University of Florida, Harvard University, University of Oulu, Oregon State University, University of Mississippi, MIT, University of Twente, USC, UT Austin, NYU, UC Berkeley, University College Dublin, Delft University of Technology, Cambridge University, Virginia Tech, KU Leuven, University at Buffalo, University of Michigan, and King's College London.

Program Overview	Key Outcomes
Participation in Government Key-Area Industry Development—Establishing Semiconductor Academies <ul style="list-style-type: none"> Following the Executive Yuan's 2021 promulgation of the 'Innovation Act for Industry-Academia Collaboration and Talent Cultivation in National Key Fields,' MediaTek responded by investing funds and providing for industry mentors. 	<ul style="list-style-type: none"> Annually investing tens of millions to assist in establishing and operating three semiconductor academies: NTU Graduate School of Advanced Technology, NTHU College of Semiconductor Research, and NYCU College of Industry Academia Innovation School. MediaTek employees serve as industry mentors, offering professional courses at universities, bringing advanced industry knowledge to academia, enabling students to keep pace with rapid technological change.



▲ MediaTek Senior Director Dr. Bor-song Liang's campus lecture tour held by TSIA

Program Overview	Key Outcomes
Industry-Academia Collaboration <ul style="list-style-type: none"> In late 2013, MediaTek-NTU, MediaTek-NYCU, and MediaTek-NTHU Research Centers established Each year, MediaTek invests tens of millions in industry-academia research through MARC Call for Research Responding to NSTC's 'industry poses questions, academia solves' policy, co-established industry-academia alliances with universities and industry partners. 	<ul style="list-style-type: none"> Invested more than NT\$100 million in partnerships with universities in Taiwan and around the world Executed 91 projects (56 domestic), published 195 papers, applied for 11 patents, won multiple awards Over 40 students from collaborative research projects joined MediaTek employment; 26 students interned at MediaTek Funds invested to assist university scholarships for outstanding master's and doctoral students. The 'MARC Academia-Industry Collaboration Excellent Research Award' and 'MARC Academia-Industry Collaboration Outstanding Contribution Award' recognize collaborating professors' achievements and industry contributions.
 <p>▲ MediaTek Advanced Research Center promotes frontier technology R&D through industry-academia collaboration, advancing 6G communications for next generation, AI computing, and the key technologies of IC design; while assisting universities in establishing colleges of semiconductor technology, deepening semiconductor talent cultivation, and partnering with Taiwan's academia community to cultivate world-class R&D capabilities.</p>	 <p>▲ The 2nd MARC Academia-Industry Collaboration Excellent Research Award photo, left to right: Prof. Shih-Cheng Lin, Prof. Chia-Chan Chang, SVP Lawrence Loh, Prof. Andy Wu, Prof. Chun-Yao Wang (received by Prof. Shih-Chieh Chang)</p>
 <p>▲ The 2nd MARC Academia-Industry Collaboration Outstanding Contribution Award photo, left to right: Prof. Charles H.-P. Wen, SVP Lawrence Loh, Chair Prof. Ke-Horng Chen</p>	
Participation in Academic Forums and Industry Exchanges <ul style="list-style-type: none"> Beyond industry-academia projects and international paper publications, MediaTek joins various technical research institutions to stay aligned with global advances. 	<ul style="list-style-type: none"> Actively participates in important domestic and international academic institutions and industry associations: <ul style="list-style-type: none"> Domestic: Close exchanges with Taiwan Semiconductor Industry Association, Taiwan Semiconductor Industry-Academia R&D Alliance, NTU System-on-Chip Center International: Collaborates with multiple institutions to advance frontier technology: <ul style="list-style-type: none"> With NIST and SRC to advance semiconductor and advanced packaging technology roadmap planning With U.S. DoD at Purdue University CSME on secure microelectronics and semiconductor ecosystem research With SRC and DARPA in JUMP 2.0 with over 100 U.S. universities advancing frontier technology R&D Long-term collaboration with MIT CICS, NYU Wireless, and CAMEL. Beyond 195 papers co-authored with universities, MediaTek teams had over 35 independently accepted at international forums in 2025, demonstrating R&D capabilities and international academic influence.
Strong Support for Technology Exchange and Industry Engagement <ul style="list-style-type: none"> Actively responds to and participates in high-tech exchange activities. Events participated in and sponsored include: 	<p>Participation in and sponsorship of domestic and international technology forums and conferences, including:</p> <ul style="list-style-type: none"> 2025 ISSCC Forum 2025 RISC V Taipei Day 2025 Taiwan AI Annual Conference TIARA Semiconductor Youth Forum CTHPC 2025 (30th High Performance Computing Symposium) HPC Asia 2025 2025 IEEE Picture Coding Symposium (PCS 2025) 2025 IEEE 38th International Conference on MEMS (IEEE MEMS 2025) CVGIP 2025 (38th Computer Vision, Graphics and Image Processing) 2025 ACM SIGDA ISPD 2025 The 17th Asian Conference on Machine Learning (ACML 2025) The 36th VLSI Design/CAD Symposium 2025 International VLSI Symposium (VLSI TSA 2025)

6.4 Philanthropic Action and Shared Prosperity in Arts and Culture

MediaTek demonstrates its commitment to social solidarity through proactive social engagement and public welfare support. The 2025 focal actions are as follows:

Volunteer Club

- English Education, Reading & Writing, Popular Science, Environmental Education, Stray Animal Care, Mountain/Beach Cleanup, Elderly Care



Public Welfare

- Sustainable Nanzhou Program, Christmas Wishes, IC Broadcasting Sponsorship



6.4.1 Volunteer Club

SDG 4.7 SDG 17.17

Corporate social impact needs to be practiced among people. MediaTek formally established its Volunteer Club in 2012, adopting an employee-initiated model where members proactively form groups around social issues rather than receiving top-down assignments. This organizational design believes that truly sustainable public welfare comes from employees' intrinsic mission-driven motivation.



▲ Starting Point Literary Award

To further support employees in turning care into action, MediaTek Taiwan implemented volunteer leave since 2015, and since 2024, unified global volunteer leave to 16 hours per year, making ‘public welfare participation’ a concrete daily option for every MediaTek employee.

In 2025, the Club comprised seven groups: English Education, Reading & Writing, Popular Science Practice, Environmental Education, Stray Animal Care, Mountain/Beach Cleanup, and Elderly Care. 86 volunteers contributed 1,155 hours, serving 12 Hsinchu-area schools, benefiting 1,811 students.

The Reading & Writing Group organized the ‘Starting Point Literary Award’ essay competition attracting nearly 100 submissions. The new English Education Group enhanced English through Hsinchu Jiangjun Village guided tours. The Elderly Care Group held ‘Nordic Walking’ health lectures and anti-fraud awareness sessions.

The Environmental Education Group promoted food/agriculture education through Xiangshan Hope Farm training and farm experience teaching at Dahu and Dazhuang Elementary. The Cleanup Group organized river cleanup at Touqian River and beach cleanup at Shuiyue Park.



▲ Dazhuang Elementary farm experience

The Stray Animal Care Group held charity sales supporting Hsinchu TNR Association. The Popular Science Group held experiment camps at Shuangxi Elementary with physics/chemistry challenge activities, guiding children to explore scientific principles through hands-on experiments.



▲ Stray Animal Care Group x Hsinchu Animal Protection Association

Stakeholder Feedback

Dazhuang Elementary School, Hsinchu City Hsinchu City

“Learning doesn’t only happen during activities. We’ve learned so much in collaborating with MediaTek’s volunteers! Thank you for seeing our children’s characteristics and providing an open exploration space for comfortable learning by returning to the five-senses learning. Thank you for building this collaboration opportunity and becoming the best example for educators—giving children the chance to become better versions of themselves!”

MediaTek Volunteer Shirley Shirley

“As a MediaTek volunteer participating in the World Observer essay competition, I deeply appreciate ‘companionship, integrity, and growth.’ Seeing children grow from lacking confidence to bravely writing and winning awards is heartwarming. The children have learned to honestly face mistakes and rules. One student who used AI chose not to sign the authorization form, demonstrating integrity. This isn’t just a competition but an accumulation of life nourishment. Thank you to the MediaTek company and Foundation.”

6.4.2 Public Welfare Activities

SDG 17.17

MediaTek has long been deeply engaged in public welfare for sustainable social inclusion:

Christmas Wish Program

Partnered with local nonprofit organizations to invite employees to adopt Christmas wishes, fulfilling **1,500** wishes from **18** social welfare organizations.

MEDIATEK
Philanthropic
Programs

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

which brought the latest trends and developments in net-zero carbon emissions to **349,000** listeners.

Sustainable Nanzhou Program

The program has supported the long-term development of Chaozhou and Nanzhou townships in Pingtung County, starting with education by bringing in resources for humanities and science education to deepen local cultural roots. In 2025, some **38,461** students, teachers, and local residents took part.

Sustainable Nanzhou Program – Injecting Sustainable Vitality through Education and Humanities

MediaTek Foundation and Lovely Taiwan Foundation jointly promoted the 'Sustainable Nanzhou Program' in Pingtung, introducing humanities and popular science education to preserve local culture. The 'Nanzhou Office' was established in 2023 as a community cultural platform. In 2025, total sponsorship reached NT\$3 million with at least 38,461 participants.

The 2025 program has two themes: 'Innovative Education' and 'Nanzhou Humanities':

Innovative Education: Emotional education courses for self-expression and emotional management; Shennong Program combined school field ecology, organic produce, and field trips

Nanzhou Junior High agriculture preparatory classes; popular science challenge activities; martial arts and body movement courses for creativity and communication.



Sponsoring IC Broadcasting's 'Zero Carbon Future' Program



As net-zero carbon emissions become increasingly important, MediaTek Foundation has sponsored IC Broadcasting's 'Zero Carbon Future' radio program since 2022. In 2025, it reached 349,000 listeners, sharing content on carbon sinks, reduction actions, and renewable energy. The program is hosted by climate expert Dr. Hsin Hsing Chia, where the 44 episodes feature experts discussing latest net-zero trends.

Christmas Wishes

Every year-end, MediaTek holds 'Christmas Wishes, Unlimited Warmth,' inviting charitable organizations to write wishes for employee adoption. In its twelfth year in 2025, employees adopted 1,500 wishes from 18 institutions, delivering gifts before Christmas Eve, extending hope through love and care.



About this Report

We appreciate your time for reading the 2025 ESG Report of MediaTek Inc. ("MediaTek"). This Report is a transparent and comprehensive presentation of MediaTek's performance in the ESG (Environmental, Social, and Governance) domains and aims to help stakeholders understand our principles and actions regarding sustainable development. We provide responses to our stakeholders' expectations and demands within this Report and strive to exceed their expectations by reviewing and enhancing our practices.

Reporting Framework

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

Scope of this Report

The reporting period is between January 1st, 2025 and December 31st, 2025. The previous Report was published in August 2025, and all reports are published annually on MediaTek's website as part of our continuing mission to realize sustainable corporate development. The scope of information disclosure is primarily within our headquarters in Hsinchu Science Park, Taiwan. MediaTek plans to progressively include important information regarding our affiliated companies and subsidiaries, so as to display the sustainable influence it has on the value chain.

Principles for Writing this Report

MediaTek compiled significant economic, environmental, and social issues internationally. Through a materiality assessment, we analyzed the Company's impacts on these areas and included our stakeholders' issues of concern as the primary focus for information disclosure in this Report. We adhered to the reporting principles under the GRI Standards, conforming to the materiality, inclusivity,

responsiveness and impact principles of the AA 1000 AccountAbility Principle Standard (APS). In this report, we also included relevant disclosures aligned with the Sustainability Accounting Standards Board (SASB) Standards for the semiconductors industry.

Management Approach

Relevant information in this Report was compiled by the six task forces of the Sustainability Committee, reviewed by each convening committee member for their respective chapters, and then consolidated by the Sustainability Office. The report was approved by the head of the Sustainability Office, and subsequently submitted to the Board of Directors for final approval and release. Data of our financial reports had been certified by Ernst & Young and publicly disclosed, and the unit of calculations used was New Taiwan Dollars (NTD). Calculation basis and unit for environmental data were sourced from publicly available governmental information. Social data encompasses the MediaTek Foundation.

Third-Party Assurance

This Report was verified by the BSI (British Standards Institution) Taiwan Branch, and Type 1 moderate-level assurance was conducted under AA1000 Assurance Standard v3, confirming this Report's compliance with GRI Standards. Relevant results were fully communicated to governance units subsequent to the completion of assurance.

MediaTek Inc.

Date of Establishment	May 28, 1997
Listing Information	TWSE Stock Symbol 2454
Capital	NTD 16,039,121,820 (as of December 31, 2025)
Main Businesses	Provision of chips for smart home, wireless connectivity, wearables, automotive electronics, customization, and smart handheld devices
	Responsible Unit: MediaTek Sustainability Committee
Contact Information	Address: No. 1, Du Xing 1st Road, Hsinchu Science Park, Hsinchu City Tel.: 886-3-567-0766 Email: csr@mediatek.com
MediaTek ESG Website	https://corp.mediatek.tw/about/sustainability



GRI Content Index

Statement of Use	MediaTek has reported the information cited in this GRI content index for the period January 1, 2025 to December 31, 2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
GRI Sector Standards Applied	Nil.

GRI Standards	Disclosure	Corresponding Report Section or Explanation	Page
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	About this Report	P.196
	2-2 Entities included in the organization's sustainability reporting	About this Report	P.196
	2-3 Reporting period, frequency and contact point	About this Report	P.196
	2-4 Restatements of information	The 2023 waste recycling rate was corrected in 5.3.5 Waste Management due to data error.	P.160
	2-5 External assurance	About this Report Assurance Statement	P.196 P.210
	2-6 Activities, value chain and other business relationships	1.1.3 Global Branding Events 5.1 Responsible Supply Chain Management	P.43 P.136
	2-7 Employees	3.1.3 Unlocking Diverse Talent Potential	P.77
	2-8 Workers who are not employees	3.1.3 Unlocking Diverse Talent Potential	P.77*
	2-9 Governance structure and composition	4.1.1 Board Members, and their Work Experience and Functions 4.1.6 Corporate Governance Unit	P.119 P.121
	2-10 Nomination and selection of the highest governance body	4.1.1 Board Members, and their Work Experience and Functions	P.119
	2-11 Chair of the highest governance body	4.1.1 Board Members, and their Work Experience and Functions	P.119
	2-12 Role of the highest governance body in overseeing the management of impacts	Material Topics Analysis Stakeholder Communication 4.1.5 ESG Committee	P.15 P.24 P.121
	2-13 Delegation of responsibility for managing impacts	Material Topics Analysis Stakeholder Communication 4.1.5 ESG Committee	P.15 P.24 P.121
	2-14 Role of the highest governance body in sustainability reporting	4.1.5 ESG Committee	P.121
	2-15 Conflicts of interest	4.1.1 Board Members, and their Work Experience and Functions	P.119
	2-16 Communication of critical concerns	4.1.1 Board Members, and their Work Experience and Functions 4.5 Risk Management No critical concerns in the reporting year	P.119 P.127
	2-17 Collective knowledge of the highest governance body	4.1.1 Board Members, and their Work Experience and Functions 4.1.6 Corporate Governance Unit	P.119 P.121
	2-18 Evaluation of the performance of the highest governance body	4.1.7 Corporate Governance Enhancements	P.122

* Apart from dispatched workers, data on other non-employee workers (such as security guards, cleaning staff, and cafeteria workers) is not available as they are not included in the Company's HR system.

GRI Standards	Disclosure	Corresponding Report Section or Explanation	Page
GRI 2: General Disclosures 2021	2-19 Remuneration policies	3.2.3 Remuneration Policies	P.87
		3.2.5 Retirement Plan	
		4.1.3 Remuneration Committee	P.91
		* The Company's current clawback mechanism for managers can be referenced in the Restricted Stock Award Rules.	P.120
	2-20 Process to determine remuneration	4.1.3 Remuneration Committee. For more details, please refer to pages 24-25 of MediaTek's 2025 Annual Report .	P.120
	2-21 Annual total compensation ratio	In 2025, the ratio of the median annual total compensation of all MediaTek global employees to the highest-paid individual is 1:95.	
		In 2025, the ratio of the change in median annual total compensation of all MediaTek global employees to the change in compensation of the highest-paid individual is 1:0.03.	
	2-22 Statement on sustainable development strategy	Stakeholder Communication	P.24
	2-23 Policy commitments	Stakeholder Communication	P.24
		3.1.1 Human Rights Management	P.66
		3.1.2 Diverse and Inclusive Workplace	P.70
		4.3 Integrity and Legal Compliance	P.124
		4.4 Internal Audit	P.126
		4.5 Risk Management	P.127
		4.6 Information Security Management	P.130
		5.1 Responsible Supply Chain Management	P.136
	2-24 Embedding policy commitments	Stakeholder Communication	P.24
		3.1.1 Human Rights Management	P.66
		3.1.2 Diverse and Inclusive Workplace	P.70
		4.3 Integrity and Legal Compliance	P.124
		4.4 Internal Audit	P.126
		4.5 Risk Management	P.127
		4.6 Information Security Management	P.130
		5.1 Responsible Supply Chain Management	P.136
	2-25 Processes to remediate negative impacts	Material Topics Analysis	P.15
		Stakeholder Communication	P.24
	2-26 Mechanisms for seeking advice and raising concerns	Material Topics Analysis	P.15
		Stakeholder Communication	P.24
		4.4 Internal Audit	P.126
	2-27 Compliance with laws and regulations	4.3 Integrity and Legal Compliance	P.124
	2-28 Membership associations	2.2.3 Communication	P.56
		2.2.4 Patent Portfolio and Standards Development	P.58
	2-29 Approach to stakeholder engagement	Material Topics Analysis	P.15
		Stakeholder Communication	P.24
	2-30 Collective bargaining agreements	No labor unions or collective bargaining agreements have been established. The Company regularly communicates with employees through labor-management meetings and diverse channels. Employees' working conditions and terms of employment are not subject to or determined by other collective bargaining agreements.	

GRI Standards	Disclosure	Corresponding Report Section or Explanation	Page
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics Analysis Stakeholder Communication	P.15
	3-2 List of material topics		P.24
Brand Identity and Market Perception			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24
Customer Relationship Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24
Innovation and Product Responsibility			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24
Employee Diversity and Equality			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	4.1.1 Board Members, and their Work Experience and Functions 3.1.3 Unlocking Diverse Talent Potential	P.119 P.77
	405-2 Ratio of basic salary and remuneration of women to men	3.1.2 Diverse and Inclusive Workplace	P.70
Talent Attraction and Retention			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	3.2.1 Recruitment and Retention	P.80
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.2.3 Remuneration Policies	P.87
		3.2.4 Benefits	P.89
		3.2.5 Retirement Plan	P.91
		3.5.3 Family-Friendly	P.110
	401-3 Parental leave	3.5.3 Family-Friendly	P.110
Talent Cultivation			
GRI 3: Material Topics 2021 GRI 404: Training and Education 2016	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24
	404-1 Average hours of training per year per employee	3.3.1 Talent Cultivation	P.91
	404-2 Programs for upgrading employee skills and transition assistance programs	3.2.5 Retirement Plan	P.91
Corporate Governance and Legal Compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24

GRI Standards	Disclosure	Corresponding Report Section or Explanation	Page
Information Security Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints concerning breaches of customer privacy or losses of customer data.	
Supplier Sustainable Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	5.1.3 New and Annual Supplier Sustainability Risk Assessment Standards	P.139
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	5.1.3 New and Annual Supplier Sustainability Risk Assessment Standards	P.139
Energy and Climate Change			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5.3.2 Energy Management	P.150
	302-3 Energy intensity	5.3.2 Energy Management	P.150
	302-4 Reduction of energy consumption	5.3.2 Energy Management	P.150
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5.3.3 Greenhouse Gas Management	P.156
	305-2 Energy indirect (Scope 2) GHG emissions	5.3.3 Greenhouse Gas Management	P.156
Social Participation and Value Co-creation			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	6 Community Engagement	P.166
Indirect Economic Impact			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Analysis Stakeholder Communication	P.15 P.24
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	6.1.1 Genius for Home 6.2.1 Solid Technological Foundation	P.168 P.173
Specific Topics			
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	5.3.4 Water Resource Management	P.158
GRI 306: Waste 2020	306-3 Waste generated	5.3.5 Waste Management	P.160

SASB Standards - Semiconductors Sector

Topic	Code	Metric	Report Contents/Page	Description
Greenhouse Gas Emissions	TC-SC-110a.1	1 Gross global Scope 1 emissions and 2 amount of total emissions from perfluorinated compounds	5.3.3 Greenhouse Gas Emission Management/P.156	Refer to 5.3.3 Greenhouse Gas Emission Management for relevant information on Greenhouse Gas Scope 1 and perfluorinated compounds
Greenhouse Gas Emissions	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	5.2 Climate-related Risk and Opportunity Management/P.143 5.3.3 Greenhouse Gas Emission Management/P.156	Refer to 5.3.3 Greenhouse Gas Emission Management for relevant information on Greenhouse Gas Scope 1
Energy Management	TC-SC-130a.1	1 Total energy consumed 2 Percentage grid electricity 3 Percentage renewable	5.3.2 Energy Management/P.150	
Water Resource Management	TC-SC-140a.1	1 Total water withdrawn, 2 Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	5.3.4 Water Resource Management/P.158	
Waste Management	TC-SC-150a.1	1 Amount of hazardous waste from manufacturing, 2 percentage recycled	5.3.5 Waste Management/P.160	MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing, assembly or testing. Therefore, hazardous waste disclosed in the report was mainly the defectives returned by suppliers (for test).
Employee Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	3.5 A Healthy and Safe Work Environment/P.105	
Employee Health and Safety	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations		None in 2025
Workforce Management	TC-SC-330a.1	Percentage of employees that require a work visa	3.1.3 Unlocking Diverse Talent Potential/P.77–78	For the risks related to employees with foreign nationality and live offshore, such as conflicts caused by culture differences or IP leakage, the Company has adopted responsive risk management measures, please refer to 4.5 Risk Management (human right risk, information security).
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474-declarable substances	Not applicable	MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing.
Product Lifecycle Management	TC-SC-410a.2	Processor energy efficiency at a system level for: 1 servers, 2 desktops and 3 laptops	Not applicable	MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips. It does not have the information on processor energy efficiency at a system level.
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	5.1.4 Key Material Risk Management/P.140	
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations		None in 2025

Activity Metrics

Disclosure Metrics	Metric	Report Contents/Page	Description
TC-SC-000.A	Total production		MediaTek's key products are multimedia chips and mobile-phone chips, and its outsourced production volume in 2025 was 9,558,591 thousand units.
TC-SC-000.B	Percentage of production from owned facilities	Not applicable	MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing. Therefore the value is 0.

* Sustainability Accounting Standards Board, SASB

Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies - Appendix 1-8: Sustainability Disclosure Indicators - Semiconductor Sector

No.	Metric	Metric Type	Annual Disclosure Status	Unit
I	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	5.3.2 Energy Management	Gigajoules (GJ) and percentage (%)
II	Total water withdrawn, total water consumption	Quantitative	5.3.4 Water Resource Management	Thousand cubic meters (1,000 m³)
III	Total hazardous waste generated and percentage recycled	Quantitative	5.3.5 Waste Management MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing, assembly or testing. Therefore, hazardous waste disclosed in the report was mainly the defectives returned by suppliers (for test).	Metric tons (t) and percentage (%)
IV	Types of, number of employees in and rate of occupational accidents	Quantitative	In 2025, two employees sustained work-related injuries, which was less than 0.01% of the workforce. The incidents were caused by office falling objects and falls.	Percentage (%) and quantity
V	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled ^{Note 1}	Quantitative	5.3.5 Waste Management MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing, assembly or testing. Therefore, hazardous waste disclosed in the report was mainly the defectives returned by suppliers (for test).	Metric tons (t) and percentage (%)
VI	Description of the management of risks associated with the use of critical materials	Qualitative description	5.1.4 Key Material Risk Management	Not applicable
VII	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	None in 2025	Reporting currency
VIII	Production by product category	Quantitative	MediaTek's key products are multimedia chips and mobile-phone chips, and its outsourced production volume in 2025 was 9,558,591thousand units.	Varies by product category

Note 1: Includes sales of scraps or other recycling treatments, with relevant explanations provided.

Related Disclosures (Appendix 2)

TWSE Listed Company Climate Climate-Related Information Implementation Status

Item	Implementation Status																					
01 Describe the Board and management's supervision and governance of climate-related risks and opportunities.	<p>The Environmental Working Group reports quarterly to the ESG Committee on the assessment and plans for climate risks and energy efficiency of the Company's operational sites, as well as various environmental impact assessments and targets set for the supply chain. Additionally, it reports annually to the ESG Committee and the Chairperson (Vice Chairman and CEO) on the execution plans for the year and reviews past implementation performance. Lastly, the discussion and execution results are reported to the Board annually.</p>																					
02 Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the company (short term, medium term, long term).	<p>Through the cross-departmental working group of the ESG Committee and further consideration of the nature of the Company's industry with external experts, we identified the following climate-related risks and opportunities highly relevant to the Company in the short term (1-2 years), medium term (by 2030), and long term (by 2050):</p> <table><tr><th>Term</th><th>Potential Operational and Financial Impact</th><th>Response Measures</th></tr><tr><td colspan="3">Type: Transformation risk</td></tr><tr><td colspan="3">Factor/Issue: Low-carbon transition</td></tr><tr><td>Short, Medium, and Long</td><td><ul style="list-style-type: none">▶ An expansion in the scope of greenhouse gas emission pricing regulations and an increase in the rates will result in higher operating costs.▶ Regulations require greenhouse gas emission information, and investment is required to improve greenhouse gas inventory.▶ Failure to report complete emissions truthfully will fail to meet the requirements of the competent authorities and customer expectations, resulting in risk of non-compliance and failure to meet customer needs, affecting business partnerships.</td><td><ul style="list-style-type: none">▶ Increase renewable energy usage while continuing to promote energy-saving initiatives.▶ Continuously improve greenhouse gas inventory procedures and quality.▶ Collect the renewable energy usage data and greenhouse gas emissions of suppliers in the Company's product lines annually.▶ Regularly review the overall supply chain emissions every year and continue to require suppliers to reduce carbon emissions.</td></tr><tr><td colspan="3">Type: Physical risk</td></tr><tr><td colspan="3">Factor/Issue: Increased severity and frequency of extreme weather events</td></tr><tr><td>Long</td><td><ul style="list-style-type: none">▶ Disasters caused by extreme weather, such as increased frequency of flooding, impact equipment at the Company's operational sites and supply chain production facilities, resulting in delayed or interrupted supply.</td><td><p>Supply Chain:</p><ul style="list-style-type: none">▶ Ensure that suppliers develop operational continuity plans that address climate physical risks and conduct emergency response drills and reviews on an irregular basis.▶ If a climate disaster may affect production or the supply of the Company's products, an emergency response procedure will be immediately initiated.<p>Direct Operations:</p><ul style="list-style-type: none">▶ Property insurance.▶ Establish a response team before extreme weather events occur, implement typhoon and flood prevention measures, activate the response team's stay mechanism when an event occurs, and carry out recovery actions after the event.▶ Establishing a remote office mechanism for employees.</td></tr></table>	Term	Potential Operational and Financial Impact	Response Measures	Type: Transformation risk			Factor/Issue: Low-carbon transition			Short, Medium, and Long	<ul style="list-style-type: none">▶ An expansion in the scope of greenhouse gas emission pricing regulations and an increase in the rates will result in higher operating costs.▶ Regulations require greenhouse gas emission information, and investment is required to improve greenhouse gas inventory.▶ Failure to report complete emissions truthfully will fail to meet the requirements of the competent authorities and customer expectations, resulting in risk of non-compliance and failure to meet customer needs, affecting business partnerships.	<ul style="list-style-type: none">▶ Increase renewable energy usage while continuing to promote energy-saving initiatives.▶ Continuously improve greenhouse gas inventory procedures and quality.▶ Collect the renewable energy usage data and greenhouse gas emissions of suppliers in the Company's product lines annually.▶ Regularly review the overall supply chain emissions every year and continue to require suppliers to reduce carbon emissions.	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Item	Implementation Status		
	Term	Potential Operational and Financial Impact	Response Measures
Type: Opportunities			
Factor/Issue: Products and services/Innovation and product stewardship			
Short, Medium, and Long	▶	Low-power product design can help end consumers reduce energy usage.	▶ Through adjustments to the chip system architecture, algorithm optimization, and the accelerated adoption of advanced processes, products achieve the goals of lowering power consumption and miniaturizing product size, thereby reducing impact on the environmental.
Factor/Issue: Energy management efficiency			
Medium	▶	Reduced energy consumption is expected to lower annual operating expenses.	▶ Implement energy-saving projects to reduce electricity consumption at all operating sites.
	▶	With the goal of achieving a net-zero scenario, we will continue to invest in energy conservation.	▶ New buildings are constructed to meet green building standards.

03
Describe the financial impact of extreme climate events and transition actions.

To address climate-related risks and opportunities, the Company has developed climate mitigation and adaptation strategies in three areas: “Green Design,” “Energy Saving and Carbon Reduction,” and “Sustainable Supply Chain Management.”

1 Energy efficiency and carbon reduction in operations (climate mitigation management strategy)
MediaTek is committed to promoting environmental protection, energy efficiency, and carbon reduction actions, seeking any possible ways to mitigate climate change. In 2022, the Company announced its goal of achieving net zero emissions by 2050 and had its Science-Based Target (SBT) validated in the second half of 2025. Given the industry’s characteristics, the primary source of emissions is electricity consumption. Therefore, the Company commits to sourcing 100% renewable energy for electricity in its global offices (excluding data centers) by 2030. Key actions include implementing energy-saving and carbon-reduction measures at global locations and gradually increasing the use of renewable energy through the installation of new renewable energy systems and the purchase of renewable energy. These efforts aim to mitigate climate change and minimize potential carbon costs.

Response Measures	Benefits
▶ The primary measures include the establishment of solar power plants, procurement of renewable energy, replacement of lighting equipment, construction of new energy-efficient data centers, upgrading of old data centers with new immersion cooling technology, and implementation of ISO 50001.	Reduction of approximately 17,784 tons of CO ₂ emissions annually.

2 Climate disaster adaptation (climate adaptation management strategy)
Own operations: A typhoon response team is established prior to a typhoon, implementing flood prevention measures such as inspecting generators, firefighting systems, and pumping equipment, as well as preparing sandbags and inspecting office environments. When a typhoon strikes, the response team remains on-site to monitor and ensure that all critical equipment is functioning properly. Following the typhoon, recovery actions are taken to restore all systems and the environment to normal.
Supply chain: MediaTek’s supply chain primarily consists of foundries and outsourced semiconductor assembly and test (OSAT) facilities. The Company’s suppliers are specialized semiconductor foundries that demonstrate strong quality, manufacturing capability, and risk management. In response to extreme weather and climate-related disasters, the Company requires suppliers to develop business continuity plans addressing physical climate risks. Regular emergency response drills are conducted, and supply chain partners are encouraged to disclose climate-related risks and opportunities, along with detailed information on potential financial impacts and mitigation measures for stakeholders. When climate disasters threaten supplier operations and potentially affect MediaTek’s production or supply, the Company promptly activates its emergency response procedures. A dedicated team manages and monitors supplier risks and implements measures to minimize the impact of physical climate risks on product supply.

Response Measures	Benefits
▶ Own operations: A response team is established prior to potential impacts to implement typhoon and flood prevention measures. The team’s stay mechanism is activated during the event, followed by recovery actions afterward. ▶ Supply chain: Suppliers are required to develop operational continuity plans to address physical climate risks, conduct emergency response drills and reviews periodically, and encourage supply chain partners to disclose information on climate-related risks and opportunities.	No financial impact has occurred due to climate disasters that cause operational interruptions or disruptions.

Item	Implementation Status	
	3 Climate opportunities (low-carbon product innovation) MediaTek’s core technology lies in chip design, and we are committed to integrating environmental sustainability considerations from the initial design stage. Throughout the product lifecycle—during both usage and disposal—the Company strives to reduce energy consumption and minimize product size by optimizing chip system architecture, refining algorithms, and accelerating the adoption of advanced manufacturing processes. By doing so, the Company seizes on climate opportunities to offer customers lower-carbon products.	
	Response Measures	Benefits
	▶ Invest in innovative research and development to reduce product energy consumption and minimize product size.	Through adjustments to the chip system architecture, algorithm optimization, and the accelerated adoption of advanced processes, the energy consumption ratio of key products during the usage phase is estimated to have decreased by 13% in 2025 compared to 2024.

04
Describe how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.

The Company’s risk management follows prescribed risk management policies and procedures, integrating major risks faced during operational activities, including but not limited to governance risks, strategic risks, operational risks, climate risks, financial risks, and compliance risks. Each operational unit is responsible for executing risk plans, including risk identification, risk analysis, risk assessment, risk response and control, and self-monitoring. Climate-related risks have been listed as one of the reporting topics for periodic discussion by the ESG Committee.

05
If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.

- 1** Transition Risk Assessment: MediaTek has set a net-zero emissions target by 2050. For the assessment of potential carbon emission costs, the Company references the IEA’s NZE (Net Zero Emissions) and STEPS (Stated Policy Scenario) as transition risk scenarios for scenario analysis.
2 Physical Risk Assessment: Based on the IPCC’s most severe climate change scenario (SSP5-8.5, RCP 8.5), and using TCCIP’s climate change disaster risk maps and Aqueduct Floods tools to assess physical risks at domestic and international sites and for suppliers.

06
If there is a transition plan for managing climate-related risks, describe the plan and the indicators and targets used to identify and manage physical and transition risks.

- 1** Transition risk management implemented through sustainable supply chain management and ISO 14001 Environmental Management System: Supplier screening through ESG dimensions, confirming supplier management systems, conducting annual on-site/document audits, arranging training or improvement meetings, and hosting supplier conferences to recognize excellent suppliers; following the PDCA management cycle for systematic environmental protection.
2 Physical risk management implemented through the Risk Management Committee, following prescribed risk management policies and procedures to integrate major operational risks.

Relevant Indicators	Objectives	Performance and Achievement
Product Sustainability	Product energy efficiency improvement	Reduce energy consumption of primary products by 13% in 2025 vs. 2024.
	Chip miniaturization design	Major products to achieve a 4% volume reduction in 2025 vs. 2024.
Cumulative Energy Savings	Cumulative energy savings rate reaches 35.9% in 2026	The energy saving rate reached the original target of 16.7% in 2025, exceeding the 16.5% target set in 2024.
Greenhouse Gas Emissions	By 2030, a 40% reduction in Scope 1 and Scope 2 greenhouse gas emissions compared to the 2020 baseline year. A minimum 25% reduction in Scope 3 greenhouse gas emissions by 2030 compared to the 2020 baseline year and achieve the goal of net-zero greenhouse gas emissions by 2050.	In 2025, the Group’s total greenhouse gas emissions decreased by approximately 6.2% compared to 2024. This was primarily due to the implementation of energy-saving and carbon-reduction measures, as well as an increased use of renewable energy. In the future, we will continue to meet our carbon reduction targets for our own operational emissions by increasing the proportion of renewable energy used. Additionally, we are collaborating with key suppliers to set an annual greenhouse gas reduction target of lowering emission intensity by more than 2%, in order to progressively implement Scope 3 emission reductions.

Item	Implementation Status		
	Relevant Indicators	Objectives	Performance and Achievement
	Renewable Energy Usage	By 2030, the global group offices (excluding data centers) will use 100% renewable energy	In 2025, we completed four rooftop solar plants at our Hsinchu Science Park sites, adding 709 kW of installed capacity for an annual generation of 860,000 kWh. A further 235 kW rooftop solar plant was also built at our Tongluo data center.
		Continuously establish renewable energy facilities.	The Company will continue to plan renewable energy usage targets over the next two years to gradually achieve its corporate greenhouse gas reduction goals.
	Number of Operational Interruptions	Operational interruption days due to climate-related risks are 0	There were no operational interruptions due to climate-related risks in 2025.
07	To actively improve carbon reduction effectiveness, the Company introduced an internal carbon pricing mechanism starting in 2025. In the initial implementation phase, the shadow pricing method was adopted, referencing the carbon fees set by competent authorities of major operational sites to establish the internal carbon pricing range, planned for use in major energy equipment procurement.		
08	By 2030, reduce Scope 1 and 2 GHG emissions by 40% compared to the 2020 baseline year; reduce Scope 3 emissions (purchased goods or services, fuel and energy-related activities, use of sold products) by 25% compared to the 2020 baseline year; achieve 100% renewable energy for global group offices (excluding data centers); achieve net-zero GHG emissions by 2050.		
09	Please refer to Table 1-1 GHG Inventory and Assurance Status for the Most Recent Two Years, and Table 1-2 GHG Reduction Targets, Strategies, and Action Plans below.		

1-1 GHG Inventory and Assurance Status for the Most Recent Two Years

1-1-1 GHG Inventory Information

Describe the GHG emissions (metric tons CO₂e), intensity (metric tons CO₂e/NT\$ million revenue), and data coverage for the most recent two years.

- 1

The parent company should begin conducting inventories from 2023.
- 2

Subsidiaries included in the consolidated financial reports should begin conducting inventories from 2025.
- MediaTek has established a GHG inventory mechanism in accordance with the ISO 14064-1 Greenhouse Gas Inventory Standard published by the International Organization for Standardization (ISO). We conduct annual inventories of our parent company's GHG emissions to fully keep abreast of our GHG usage and emission status and verify the effectiveness of our reduction actions. Furthermore, the GHG inventory data for the most recent two years is described below:

		FY2024		FY2025	
		Emissions (metric tons CO ₂ e)	Intensity (metric tons CO ₂ e / NT\$ million revenue)	Emissions (metric tons CO ₂ e)	Intensity (metric tons CO ₂ e / NT\$ million revenue)
Parent Company	Scope 1 Direct GHG Emissions	4,185		1,341	
	Scope 2 Indirect GHG Emissions	94,159		88,923	
	Subtotal	98,344		90,264	
All Consolidated Subsidiaries	Scope 1 Direct GHG Emissions	2,391		3,360	
	Scope 2 Indirect GHG Emissions	34,503		33,175	
	Subtotal	36,894		36,535	
Total		135,238	0.242	126,799	0.213

1-1-2 GHG Assurance Information

Describe the assurance status for the most recent two years, including the assurance scope, assurance organization, assurance criteria, and assurance opinion.

- 1 The parent company should begin the assurance process from 2024.
- 2 Subsidiaries included in the consolidated financial reports should begin the assurance process from 2027.

Furthermore, the GHG assurance information for the most recent two years is described below:

Assurance scope		2024 Emissions (metric tons CO ₂ e)	2025 Emissions (metric tons CO ₂ e)
The Company	Scope 1 Direct GHG emissions	4,185	1,341
	Scope 2 Indirect GHG emissions	94,159	88,923
	Total	98,344	90,264
	Percentage of the inventory data disclosed in the aforementioned Section 1-1-1	100%	100%
Assurance organization		Bureau Veritas Certification (Taiwan) Co., Ltd.	Bureau Veritas Certification (Taiwan) Co., Ltd.
Description of assurance		ISO 14064-3:2019 Reasonable Assurance	ISO 14064-3:2019 Reasonable Assurance
Assurance Opinion/Conclusion		Unmodified opinion	Unmodified opinion
All subsidiaries included in the consolidated financial reports	Scope 1 Direct GHG emissions	2,391	3,360
	Scope 2 Indirect GHG emissions	34,503	33,175
	Total	36,894	36,535
	Percentage of the inventory data disclosed in the aforementioned Section 1-1-1	100%	100%
Assurance organization		Bureau Veritas Certification (Taiwan) Co., Ltd.	Expected to be completed in 2026 Q2
Description of assurance		ISO 14064-3:2019 Reasonable Assurance	
Assurance Opinion/Conclusion		Unmodified opinion	

1-2 GHG Reduction Targets, Strategies, and Action Plans

The baseline year for GHG reduction is 2020. The total Scope 1 and Scope 2 emissions for the Company and consolidated subsidiaries in the baseline year were 84,545 metric tons CO₂e.

Targets:

- ▶ In 2026, begin large-scale use of renewable energy, actively setting the Taiwan office energy-saving target at 35.9%
- ▶ By 2030, reduce Scope 1 & Scope 2 GHG emissions by 40% compared to the 2020 baseline year
- ▶ Reduce Scope 3 GHG emissions by 25% compared to the 2020 baseline year
- ▶ 100% renewable energy for global group offices (excluding data centers)
- ▶ By 2050, achieve net-zero GHG emissions

Reduction Strategies:

- 1 Expand renewable energy use
- 2 Reduce energy consumption

Specific Action Plans:

- 1 Procure or build wind and solar power facilities
- 2 Install LED energy-saving lighting in new/existing office buildings and use the latest energy-efficient immersion cooling technology in new data centers

Target Achievement Status:

In 2025, through various energy reduction measures and commissioning of solar PV facilities for self-use, the average energy-saving ratio reached 16.7%, exceeding the original target of 16.5%.

The Ten Principles of the UN Global Compact

Category	No.	Principle	Current Status	Report Contents/Page
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	✓	3.1.1 Human Rights Management
	Principle 2	Make sure that they are not complicit in human rights abuses.	✓	3.1.1 Human Rights Management
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	✓	3.2.4 Benefit Policies 3.4.1 Open and Transparent Communication
	Principle 4	The elimination of all forms of forced and compulsory labour.	✓	3.1.1 Human Rights Management
	Principle 5	The effective abolition of child labour.	✓	3.1.1 Human Rights Management
	Principle 6	The elimination of discrimination in respect of employment and occupation.	✓	3.1.1 Human Rights Management
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges.	✓	5 Sustainable Operations
	Principle 8	Undertake initiatives to promote greater environmental responsibility.	✓	5 Sustainable Operations
	Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	✓	2.3 Innovation Achievements 5 Sustainable Operations
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	✓	4.3 Integrity and Legal Compliance

Independent Third-Party Assurance Statement



INDEPENDENT ASSURANCE OPINION STATEMENT

MediaTek 2025 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 purposes of assuring its statements relating to its ESG report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

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

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

Scope

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

1. The assurance scope is consistent with the description of MediaTek 2025 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.
3. The assessment of disclosure to be in conformance with the applicable SASB industry standard(s)(TC-SC-320a.1, TC-SC-320a.2, TC-SC-330a.1) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement.

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

Opinion Statement

We conclude that the MediaTek 2025 ESG Report provides a fair view of the MediaTek sustainability programmes and performances during 2025. The ESG report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the MediaTek and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate MediaTek's efforts recognized by its stakeholders.

Our work was carried out by a team of ESG report 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 and SASB Standard(s)(TC-SC-320a.1, TC-SC-320a.2, TC-SC-330a.1) were fairly stated.

Methodology

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

- a top level review of issues raised by external parties that could be relevant to MediaTek's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 11 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).
- an assessment of the organization's use of metrics or targets of SASB Standard(s)(TC-SC-320a.1, TC-SC-320a.2, TC-SC-330a.1) to assess and manage topic-related risks and opportunities.

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018), GRI Standards and SASB Standard(s)(TC-SC-320a.1, TC-SC-320a.2, TC-SC-330a.1) 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.

SASB Standards

MediaTek provided us with their self-declaration of in accordance with SASB Standard(s) (Semiconductors Sustainability Accounting Standard, version 2023-12)(TC-SC-320a.1, TC-SC-320a.2, TC-SC-330a.1). Based on our review, we confirm that the sustainability disclosure topics & accounting metrics of SASB Standard(s)(TC-SC-320a.1, TC-SC-320a.2, TC-SC-330a.1) are reported, partially reported, or omitted. In our professional opinion the self-declaration covers disclosure topics, associated accounting metrics and activity metrics for applicable SASB industry standard(s)(TC-SC-320a.1, TC-SC-320a.2, TC-SC-330a.1).

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.

The moderate level assurance provided is in accordance with AA1000AS v3 in our review of SASB Standard(s)(TC-SC-320a.1, TC-SC-320a.2, TC-SC-330a.1).

Responsibility

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

Competency and Independence

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

For and on behalf of BSI:

Joe Hsieh

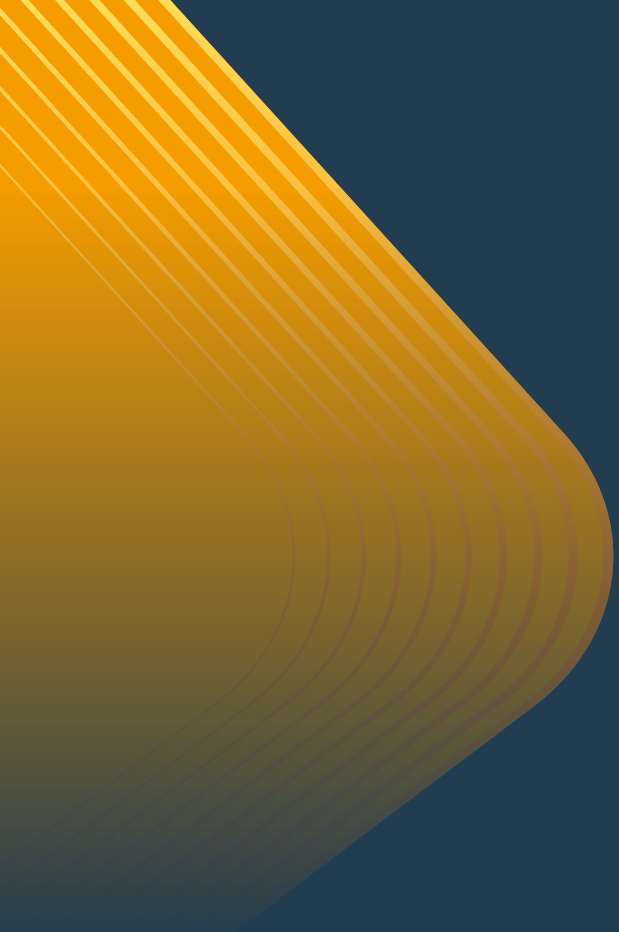
Joe Hsieh, Managing Director Northeast Asia, APAC Assurance



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MEDIATEK