MediaTek ESG Highlights

October 2025

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The Board

ESG Committee Chair: Rick Tsai (CEO)

Executive Secretary

Cross-Department Task Forces for the Following Strategic Subjects

- Global Presence
- Innovation
- Talents
- Corporate Governance
- Environmental Management
- Community Engagement

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Strategic Issues	Short-term goal 1-3 years	Mid- and Long-term Goals 3-10 years	Progress and Results in 2024
Brand Identity and Market Perception	▸ Enhance corporate image, increase brand value by 10%.	▸ Enhance corporate image, increase brand value by 30%.	▸ Valued at US$1.404 billion, a 28% increase from 2023, MediaTek was ranked 3rd in Interbrand's "Best Taiwan Global Brands".
Customer Relationship Management	▸ Continue to develop new products, to increase the depth and breadth of client and partner relationships. ▸ Achieve gross profit margin target, performance growth rate and accuracy of forecast.	▸ Cultivate global markets with customers and partners to increase industry influence. ▸ Improve communication and response to clients' feedback.	▸ Continue to develop major markets in the world, including Europe, the USA, China, Asia and Australia. ▸ Revenue increased by 22.4%, demonstrating MediaTek's success.
Innovation	▸ Invest at least NT$80bn in R&D annually. ▸ Continue to implement high energy efficiency design and integrate AI computing into all product lines.	▸ Establish AI application ecosystems for various product categories. ▸ Implement the 3A (Accessibility, Affordability, Availability) strategy to enable people to seize the power of technological innovation.	▸ Invested NT$132bn in innovation and R&D. ▸ Launched Dimensity 9400 flagship 5G Agentic AI chip, designed for edge AI, immersive gaming, and extreme imaging. ▸ Unveiled the new Dimensity Auto Cockpit platform - CT-X1, designed to revolutionize the intelligent automotive experience.
A Diverse and Inclusive Workplace	▸ Promote sexual harassment prevention courses through diverse channels to ensure high completion rate. ▸ Ensure the proportions of female new hires, engineering researchers, managers and total employees meet industry averages	▸ Continuously promote a diverse, equitable, and inclusive workplace through various channels and related initiatives. ▸ Continuously improve gender balance in the workplace while creating an environment where diverse employees feel comfortable and accepted.	▸ Maintained a female-to-male salary ratio for the same positions at 1:1. ▸ Optimized family support benefits, increasing maternity leave to 12 weeks, adjusted paternity (and prenatal check-up) leave to 10 days, and raised the childbirth subsidy to NT$10,000 per child.
Talent Acquisition, Development, Retention, and Cultivation	▸ Provide competitive compensation and benefits. ▸ Foster a positive and caring workplace environment. ▸ Provide employees with training to enhance individual performance.	▸ Enhance leadership capabilities across all executive levels through competency-based development programs. ▸ Provide a challenging and innovative environment that allows employees to realize their potential.	▸ Average salaries of non-executive full-time employees were NT$4.31 million in 2024. ▸ Global education and training totaled over 780,000 hours, with over 20,000 employees participating, averaging 40 hours per employee.

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Strategic Issues	Strategic Issue/ Short-Term Targets 1-3 years	Mid-to-Long-Term Targets 3-10 years	Progress and Results in 2024
Corporate Governance and Legal Compliance	▸ Enforce legal compliance to ensure no material violation of laws. ▸ Maintain Corporate Governance Evaluation result within the top 5% of TWSE-listed companies.	▸ Perfect the functions of the Board of Directors by improving the operations of the Board and functional committees.	▸ Increased the proportion of independent directors to 50%. ▸ Ranked top 5% of TWSE-listed companies in the Corporate Governance Evaluation for the fifth consecutive year.
Information Security Management	▸ Expand scope of information security management to subsidiaries. ▸ Promote a zero-trust architecture to reduce lateral movement risks. ▸ Establish a Software Bill of Materials (SBOM) management system to meet software supply chain security compliance requirements.	▸ Leveraged threat intelligence and AI technologies to improve threat detection and protect critical information. ▸ Strengthened product security through testing and AI-assisted secure development practices.	▸ Received SGS IT Awards - Automotive Cybersecurity Management Excellence Award. ▸ Became a member of the Forum of Incident Response and Security Teams (FIRST), to ensure timely access to threat intelligence. ▸ Established procedures in accordance with the "Automotive Cybersecurity Standard ISO/SAE 21434.
Responsible Products and Energy Conservation & Carbon Reduction	▸ Strive for green design and enhanced product energy efficiency. ▸ Implement a carbon management system to assist with the consolidated MediaTek's greenhouse gas inventory and verification. ▸ Integrate immersion cooling technology into next-generation data centers.	▸ Aim for a cumulative electricity saving rate of over 10% for our entire data centers from 2024 to 2030. ▸ Collaborate with all suppliers to jointly reduce greenhouse gas emissions by 25% by 2030 compared to 2020.	▸ The energy consumption rate of main products decreased by 20% in 2024 from 2023, with a 5% volume reduction. ▸ 28 carbon reduction projects were implemented, achieving a reduction of approximately 40,372 tons CO_2e/year. ▸ Completed the construction and grid connection of four rooftop solar power plants for self-use, with an installed capacity of 709 kW.
Social Contribution and Value Creation	▸ Support 45 technology-related courses, camps, or research projects to boost students' inquiry and practical skills. ▸ Offer training in technology, business models, and social impact assessment to 15 high-potential social innovation teams.	▸ Establish a regional social innovation network to connect over 20 enterprises, NGOs, impact investors, and public sector entities. ▸ Support over 100 schools in offering continuous technology courses within five years. ▸ Establish communities or exchange mechanisms to support 200 teachers in professional development.	▸ "Genius for Home": 179 townships and districts were reached in Taiwan; 362 proposals were submitted, and 11 teams were supported in post-campaign implementation. ▸ "Stem Course Maker" Program: extended to include 42 elementary and middle schools across Taiwan. ▸ "1+1 Science Circle" Program: established 15 local science learning circles, expanding to 15 elementary schools and 15 secondary schools across Taiwan. ▸ Encouragement of R&D - Support for three university-level R&D centers.

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MediaTek is a fabless company with an aspiration to be a **green innovator**. We select suppliers **based on ESG criteria**, conduct regular audits and implement measures to **reduce energy consumption** of our products. We aim to use **100% renewable energy by 2030** and achieve **net-zero emissions by 2050**.

MediaTek also supports international initiatives such as the United Nations Convention on Biological Diversity and the Kunming-Montreal Global Biodiversity Framework, as we have released **MediaTek Biodiversity Statement** in 2025.

Net-Zero Targets

- Collaborated with suppliers to execute **28** carbon reduction-related projects, reducing **40,372 tons CO_2e** in 2024.
- Using 2020 as the baseline year, we aim to reduce Scope 1 and 2 GHG emissions by **40%**, and Scope 3 by **25%**, by 2030.
- Committed to achieve **RE100** for all offices by 2030.
- Applied to and approved by **SBTi** in 2024, as we aim to achieve **Net-Zero** emissions by 2050.

Green IC Design

- Comply with **RoHS** and **WEEE** regulations.
- Reduced energy consumption of main products by **20%** in 2024 when compared to 2023.
- Reduced the size of major products by **5%** in 2024 when compared to 2023.

External Verifications

- **ISO 14001**
  Environmental Management System
- **ISO 14046**
  Water Footprint
- **ISO 14064**
  Greenhouse Gases
- **ISO 45001**
  Occupational Health and Safety Management System
- **ISO 50001**
  Energy Management Standard

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	A GHG Emissions		B Power Saving	C Water Saving	D Waste
	Scope 1 and 2	Scope 3			
2024 Target	Reduce scope 2 emissions by 16.5%	Promote various upstream and downstream reduction measures.	Electricity saving ratio of 16.5%	Water saving ratio of 4.3%	Increase recycling rate
2024 Result	Scope 2 emissions increased by 6.6%	▸ Reduced transportation-related emissions by 396 tons CO_2e ▸ Reduced 40,372 tons CO_2e via Supplier Partnership Initiative	Electricity saving ratio reached 16.5%	Water saving ratio reached 4.3%	Recycling rate increased from 26% to 27%
Reason for result	▸ Expansion of IT data centers in response to industrial growth.	▸ Provision of transportation services for employees' commute. ▸ Collaboration with key suppliers to implement projects that focused on the reduction of environmental impacts. ▸ Via green design, reduced energy consumption of main products by 20% when compared to 2023.	▸ Enhanced data center energy efficiency. ▸ Upgraded office lighting to LEDs.	▸ Improved water savings from water resource projects and reduction measures.	
2025 Target	Reduce scope 2 emissions by 16.5%	Continue the progress towards 25% reduction in 2030 when compared to the baseline year of 2020.	Electricity saving ratio of 16.5%	Water saving ratio of 4.3%	Increase recycling rate

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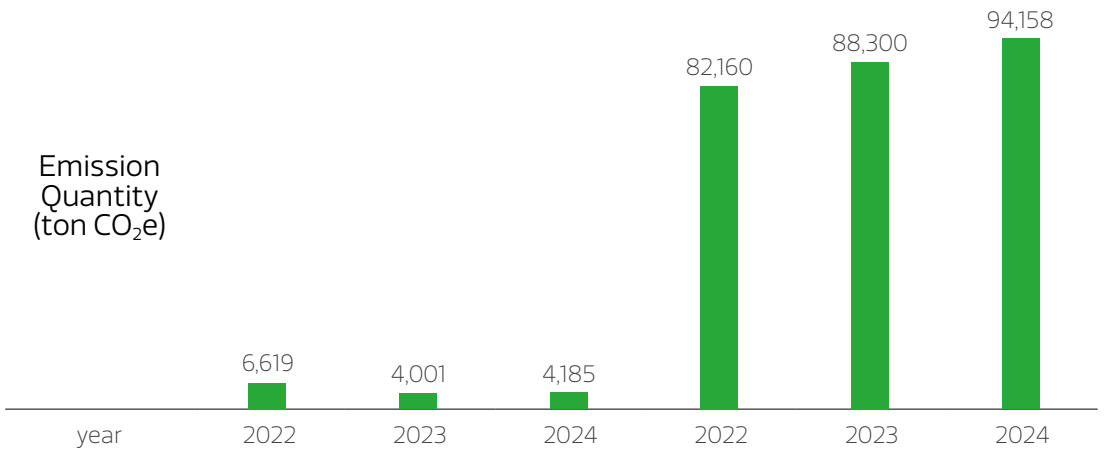
(A) GHG Emission

Sources of Scope 1 & 2 GHG emissions: Purchased electricity, common facilities, boilers, cooling towers, and chillers.

Purchased electricity, which is under scope 2, accounts for 95.74% of total emissions.

The increase in 2024 was attributable to the expansion of our office premises and IT data centers in response to business expansion.

Item	Scope 1 GHG emissions	Scope 2 GHG emissions
Description	Direct emissions from sources owned or controlled by the organization	Indirect emissions from electricity input, heat, or steam



Scope 3 GHG Emissions: With a view to reducing carbon emissions from employee commuting, we proactively adopt environmental protection measures.

We will disclose the results of 2027 GHG Inventory in 2028.

Reduced carbon emissions generated from transportation by 396 metric tons CO_2e.

A total of 21 EV charging stations were installed in 2024

Partnered with Gogoro for the first corporate battery-swapping station in Hsinchu Science Park.

2030

Scope 1+2 emission reduced by **40%**

All officed worldwide (excluding data centers) **RE100**

Scope 3 emission reduced by **25%**

2050

Net-Zero Emission

SCIENCE BASED TARGETS

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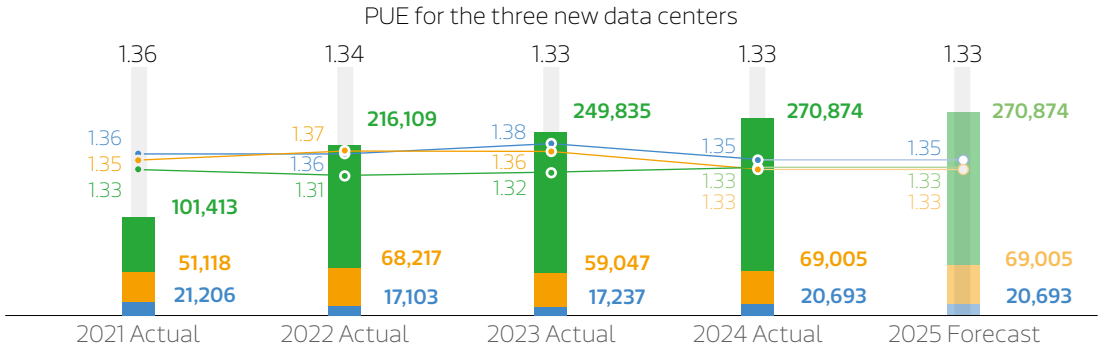
(B) Energy

Electricity consumption increased by 6.6% compared to the previous year, but MediaTek had successfully achieved the 16.5% reduction target set through the implementation of energy-saving and carbon reduction measures.

Three priorities of energy management and conservation in 2024

Efficiency enhancement	Energy-saving equipment and design	Self-generated electricity
High-density, energy-efficient data centers	Achieved the milestone of using LED energy-efficient lighting in all operational buildings.	Solar power system

Electricity Consumption and PUE (past 4 years and upcoming year forecast)



Energy use conditions in the past three years

Energy	2022	2023	2024
Natural gas (GJ)	0	219	255
LPG (GJ)	6,751	6,778	6,050
Gasoline (GJ)	0	238	220
Diesel (GJ)	1,280	932	897
Purchased electricity (GJ)	595,827	643,577	686,171
Renewable energy (GJ) (renewable energy certificate)	0	0	0
Total (GJ)	603,858	651,743	693,593
Energy intensity (GJ per person)	49.0	52.9	55.6
Ratio of electricity to total energy use (%)	98.67%	98.75%	98.93%
Renewable energy usage rate (%)	0.00%	0.00%	0.00%

Note: Heating value units are based on the heating value chart released by the Bureau of Energy.
Note: The increased energy consumption in 2024 compared to 2023 can mainly be attributed to the higher number of employees and ongoing expansion of the IT data center scale; the higher energy intensity can mainly be attributed to the fact that the extent of the power consumption increase exceeds the extent of staff increase.

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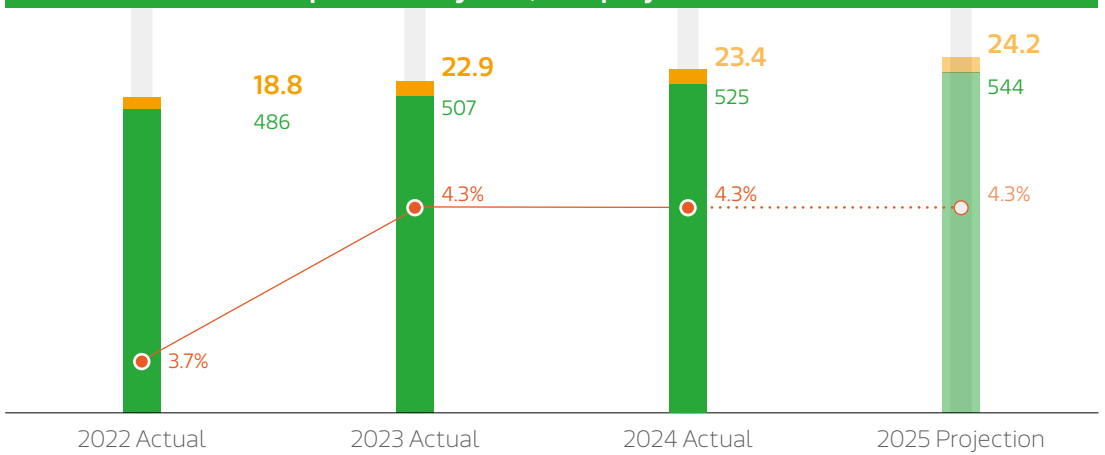
(C) Water Management

Total water intake: **525 million liters**, up 3.6% YoY. The increase was mainly due to the expansion of IT data centers and increase in employee numbers.

Total water savings: **23.4 million liters**, up from 22.9 million liters in 2023, achieved by engaging in water resource improvement projects with various water reduction measures.

2024 Water saving rate reached 4.3%

Water consumption, water savings and water saving rate in the past three years, and projections for 2025



Note: Scope: Offices in the Hsinchu Science Park, Zhubei, Taipei, and Tainan offices (100% coverage) (Million liters)

Water consumption Water savings Water conservation rate

(D) Waste Management

2020	2021	2022	2023	2024
		Recycling rate		
29%	35%	38%	26%	27%

Waste Treatment Statistics for the Past Three Years

			2022		2023		2024	
Category	Waste category	Treatment method	Treated quantity (metric tons)	Percentage (%)	Treated quantity (metric tons)	Percentage (%)	Treated quantity (metric tons)	Percentage (%)
General business waste	Domestic waste	Incineration	99.07	45.33%	130.55	59.13%	132.08	56.69%
	Waste paper	Recycling	60.12	27.51%	46.32	20.98%	48.95	21.01%
	Waste iron container	Recycling	0.18	0.08%	0.14	0.06%	0.15	0.06%
	Waste aluminum container	Recycling	0.18	0.08%	0.00	0%	0.15	0.06%
	Waste lighting source	Recycling	0.05	0.02%	0.00	0%	0.00	0%
Hazardous business waste	Scrapped electronic parts and components scraps and defective products	General reuse	58.95	26.98%	43.78	19.83%	51.65	22.17%
Total			218.55	100%	220.79	100%	232.98	100%

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

Note 2: Hazardous industrial waste treatment method: First, waste undergoes crushing to facilitate the extraction and reuse of precious metals. The remaining material then undergoes stabilization treatment.

Note 3: The increase in domestic waste in 2023 and 2024 is mainly due to an increase in employee headcount.

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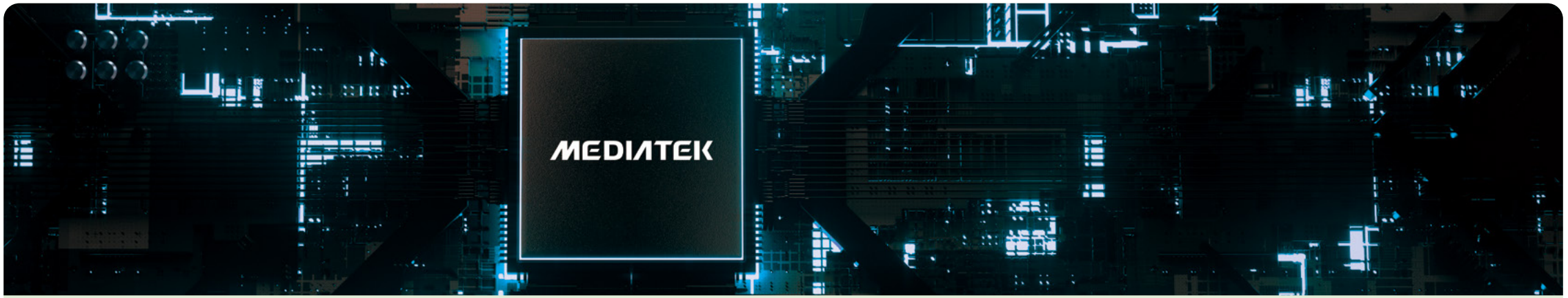
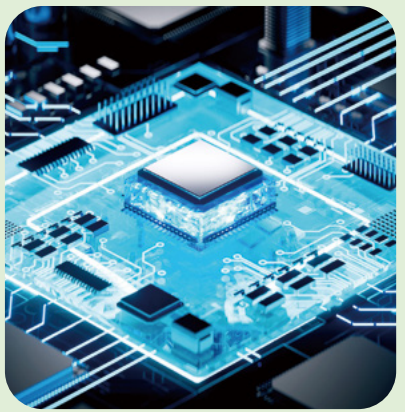


The best effort to **take the environmental sustainability into consideration as early as at the stage of IC design**.

No matter the product is in use or wasted, we **achieve the goal for reducing product energy consumption and miniaturizing product volume** through the chip system architecture adjustment, algorithm optimization, and accelerated implementation of advanced manufacturing processes.



Minimizing Energy Consumption

20% **Reduced energy consumption of main products by 20% in 2024 vs. 2023**

Minimizing Physical Size

5% **Reduced the volume of major products by 5% in 2024 vs. 2023**

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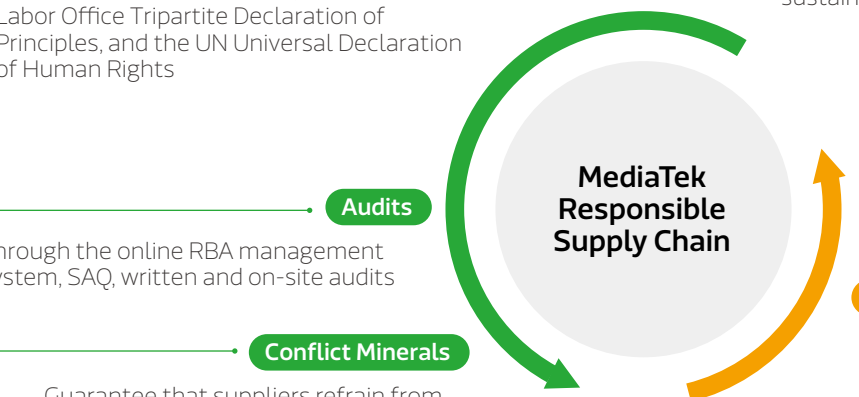
Key Supplier Management

● Responsible Supply Chain Management Mechanism ● MediaTek Influence



- **100% signing rate in 2024.**

MediaTek Suppliers Code of Conduct

Incorporation of principles and initiatives such as the RBA Code of Conduct, International Labor Office Tripartite Declaration of Principles, and the UN Universal Declaration of Human Rights

- **Average score of 77 in 2024 for key supplier during audits of supplier sustainability evaluation.**

Audits

Through the online RBA management system, SAQ, written and on-site audits

- **100% adoption of RMI(Responsible Minerals Initiative)-approved smelters.**

Conflict Minerals

Guarantee that suppliers refrain from using minerals from conflict zones

- **Locally produced raw materials and local suppliers accounted for 90% and 91% of all procurements.**

Local Procurement

Commitment to the principle of local procurement, reservation of job opportunities for local citizens, and shortening of material transportation routes

Formulation of management standards

Supplier assessment criteria and sustainability review standards

Supplier forum

Regular organization of supplier sharing events

- **Gather key suppliers to rearm the Net Zero Declaration and request supplier partners to submit a Net Zero roadmap for MediaTek's product production and manufacturing.**

RBA online courses

Creation of online training videos and materials on code of conduct

Supplier conference

Recognition and encouragement of exceptional supplier performance

- **Recognize and present the Best Sustainability Partner Supplier Award at the Annual Supplier Conference.**

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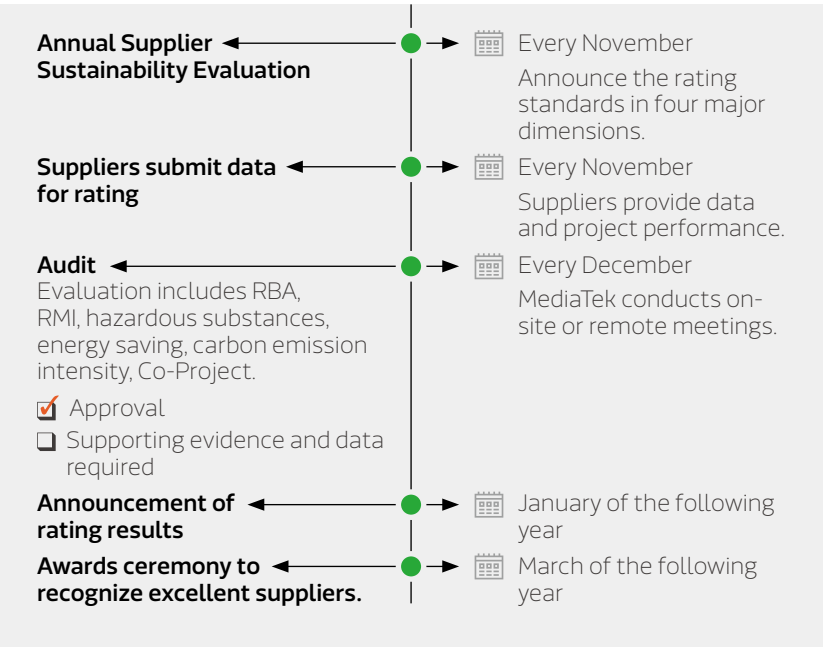
Annual and New Supplier Sustainability Risk Assessment Criteria and Weight of the Assessment

	Management dimension	Management standards	Evaluation weighting	Overall achievement rate
Economic dimension	Firm commitment to enhance product quality, pursuing the highest quality standards in cooperation with suppliers, and ongoing improvements and development of innovative technologies in line with MediaTek's deployment strategy.	Delivery times, production capacities, yield rates, and adoption of new products; ISO 9001 Quality Management System and IATF 16949 Automotive Quality Management System.	34%	100%
Environmental dimension	Firm commitment to Hazardous Substance Free (HSF) policy for the whole supply chain, adoption of green, eco-friendly design concepts from the source covering the whole product life cycle, and requested implementation of green innovation by suppliers.	ISO 14001 Environmental Management System, QC 080000 HSPM Hazardous Substance Process Management System, Sony Green-Partner.	33%	98%
Social dimension	Fulfillment of social responsibility by suppliers, conformity to international labor rights, and provision of a safe and healthy work environment.	MediaTek Supplier Code of Conduct, RBA Code of Conduct, SA 8000 Social Accountability Standard and Prohibition of Conflict Minerals, ISO 45001 Occupational Health and Safety Management System.	33%	97%

Key Supplier Management

Key Supplier Sustainability Scoring Standards and Procedure



- High-risk suppliers must pass either an on-site or paper-based audit for ESG compliance before any transaction can proceed. If suppliers that fail the risk assessment still cannot meet the standards after receiving guidance or assistance, the transaction will be scaled down or even terminated.

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Supplier Partnership Initiative

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

Preliminary meeting

Discuss and establish energy-saving and carbon reduction targets and plans with suppliers.

Evaluation and planning

Both parties evaluate existing energy usage and formulate specific energy-saving and carbon reduction targets and plans.

Implementation measures

Jointly implement energy-saving measures, including optimizing production processes, upgrading equipment, and improving energy efficiency.

Monitoring and evaluation

Regularly monitor energy usage, assess energy-saving effectiveness, and make necessary adjustments.

Results sharing

Share energy-saving and carbon reduction achievements with suppliers and jointly explore future continuous improvement and collaboration directions.

The 2024 Key Supplier Partnership Initiative Results

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

2024 Project Results of Collaboration with Key Suppliers

Project type	Energy saving projects	Water saving projects	Circular economy
Number of projects	11+	6	11+
Expected emissions reduction benefits	32,251 (ton CO_2e/ year)	517 (ton CO_2e/ year)	7,604 (ton CO_2e/ year)

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Following the official release of the Taskforce on Nature-related Financial Disclosures (TNFD) in 2023, global attention to biodiversity issues has grown significantly. MediaTek recognizes the critical importance of biodiversity to the Earth's ecosystems and understands the key role that forests play in maintaining ecological balance, regulating the climate, and providing essential resources for human survival. Therefore, MediaTek supports international initiatives such as the United Nations Convention on Biological Diversity (CBD), the Kunming-Montreal Global Biodiversity Framework (K-M GBF), as well as the Sustainable Development Goals (SDGs). We have released the MediaTek Biodiversity Statement in 2025.

New building construction to protect local native species and connect with local culture

- Collaborated with National Taiwan University to preserve old trees at our Hsinchu HSR Office Building.
- Invested over NT$10 million to build an old tree cultural park and civic plaza for public recreation.

MediaTek's "Genius for Home" Local Support Initiative

- Out of 11 teams that applied for local support, CoCoTree Technology was officially founded and began operations.
- CoCoTree Technology has partnered with the Kaohsiung City Agriculture Bureau to manage 438 hectares of forest land.

Brown Root Rot Treatment and Protection Plan

- Invested over NT$3.5 million in protection plan for tree habitat remediation and brown root rot.
- Strived to preserve 113 native tree species.

Native Species Preservation and Ecological Engineering Methods at Tongluo Building

- Invested over NT$6.6 million to create diverse biological habitats.
- Strived to preserve 9 existing native tree, with the addition of 194 newly planted native trees.

MediaTek Employees Plant 660 Tree Seedlings

- About 100 employees planted 660 tree saplings at Hsin Yue Beach on Arbor Day 2024.

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MediaTek provides an environment of **diversity, equity and inclusiveness** to attract global talent. We aspire to **promote technology education and innovation** to empower innovative implementation.

Link to MediaTek Human Rights Policy

Link to MediaTek's Declaration of Diversity, Inclusion and Workplace Equality

Global Presence

- At end of 2024, the total number of MediaTek employees (including contractors) was **19,335**, located at **32** offices globally, with **35.4%** of overseas employees outside of HQ in Taiwan.
- Recognized as one of the **Best Employers** locally and internationally.

Lower-than-average Turnover

- In 2024, our global and Taiwan turnover rate were **5.2%** and **5.1%** — significantly **lower** than the high-tech industry averages of 12.9% and 13.7%.
- In the **leading group** among semi-listed companies in 2024 employee remuneration ranking published by TWSE.

In line with Gender Diversity

- Women accounted for **18.3%** & **16.3%** of total & R&D employees in 2024, which aligns with the median proportion of female technical talent within the semiconductor industry (10-19%).
- In 2024, MediaTek established **DEI 4A Framework** (Awareness, Accessibility, Action, Allyship), ensuring that all employees have equal opportunities to grow with the Company.

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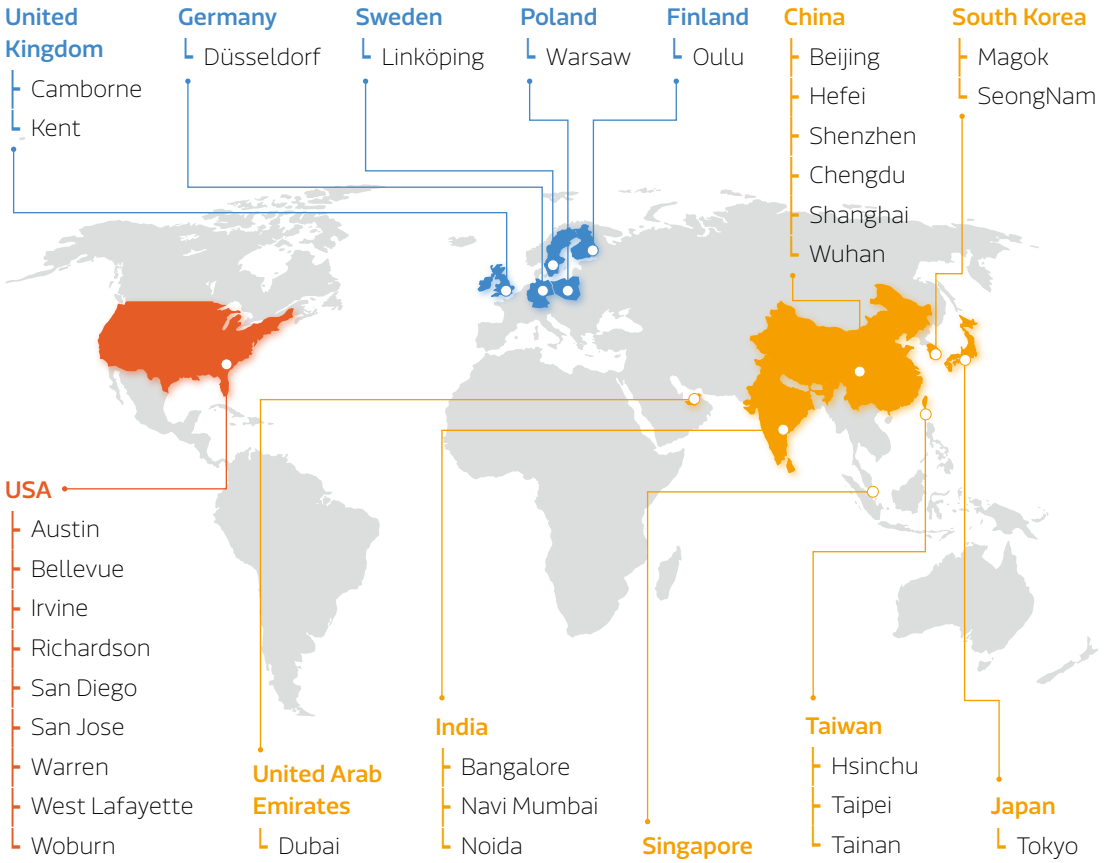
Recognized as one of the best employers locally and internationally

Unit: Individual

Employees

Labor Contract	Type	Gender	Taiwan	Asia-Pacific	Europe	Americas
Permanent	Full time	Male	10,270	4,429	294	632
		Female	2,114	1,215	29	108
	Part-time	Male	0	0	9	0
		Female	0	0	1	0
Temporary	Full time	Male	37	66	7	7
		Female	9	36	4	1
	Part-time	Male	31	0	5	1
		Female	23	1	3	3
Total	19,335		12,484	5,747	352	752

Note 1: Employee count as of December 31st, 2024.
Note 2: Those employed by MediaTek include full-time and contract employees, encompassing interns (contract) and R&D substitute military service personnel (full-time).
Note 3: The number of employees has remained stable over the three-year period from 2022-2024, with no significant fluctuations.



- At end of 2024, the total number of our staff (incl. contractors) was **19,335** and established **32 sites** around the world, with **35.4%** of overseas employees outside of HQ in Taiwan.

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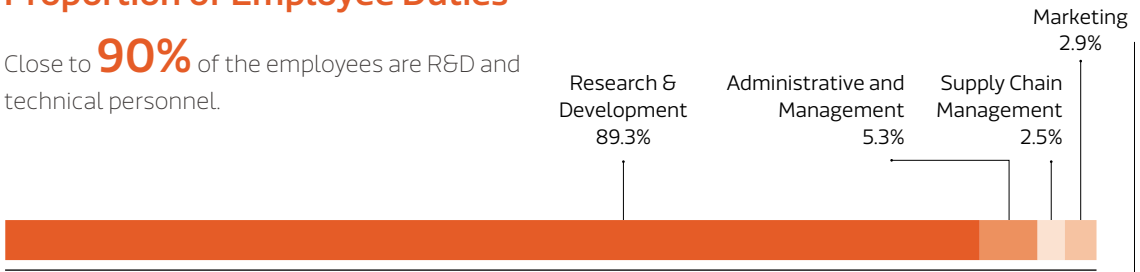
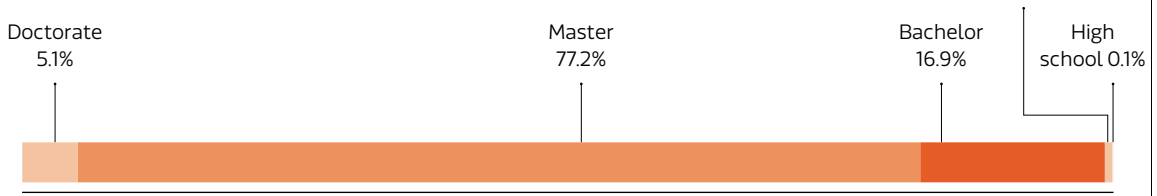
Proportion of Employee Duties

Close to **90%** of the employees are R&D and technical personnel.



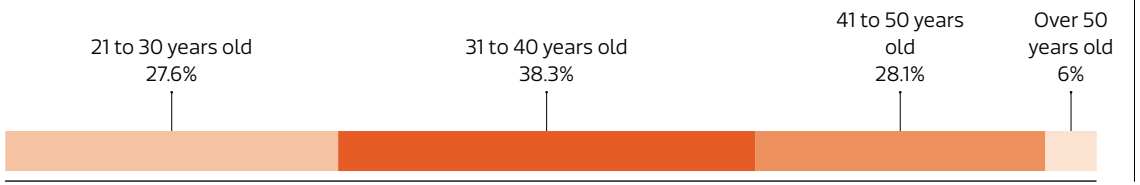
Distribution of Employee Education Level

The percentage of employees with master's and doctorate degrees constituted **82.3%**.



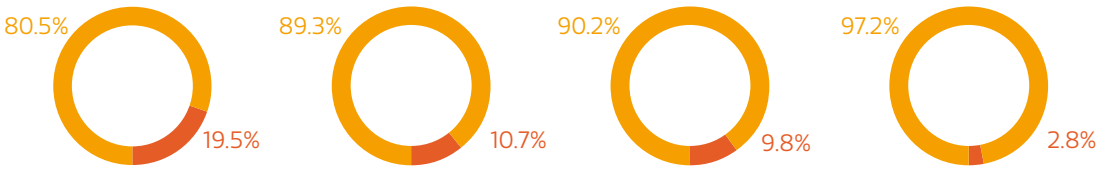
Structure of Employee Age

The largest group of employees is 31-40 years old, accounting for **38.3%**.



Proportion of Supervisors at Each Level

General Employees		Front-line Managers		Mid-level Managers		Senior-level Managers	
Male	Female	Male	Female	Male	Female	Male	Female
13,690	3,308	1,532	183	496	54	70	2



Note: Front-line managers (Department Manager)、Mid-level managers (Division Manager)、Senior-level managers (Business Unit General Managers and above)

- Women took up **18.3%** & **16.3%** of total & R&D employees in MediaTek in 2024, staying **aligns with** the median percentage of female technical talent in semi-conductor industry, which is between 10-19%.

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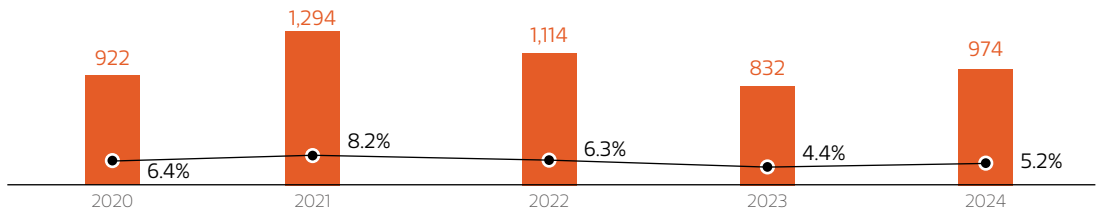
- In 2024, MediaTek's global and Taiwan turnover rate was **5.2%** and **5.1%**, much **lower than** the global and Taiwan high-tech industry average turnover rate of 12.9% and 13.7%.
- Additionally, the Three-Year retention rate for New Recruits was **97%**.

Percentage of Group-Wide Resigned Employees for 2020-2024

In 2024, the number of resigned employees amounted to **974** persons, constituting **5.2%** of total employees.



Note: Full-time employee turnover rate = Number of resigned ÷ ((numbr of employees at year start + number of employees at year end) ÷ 2).

Retention Rates for New Recruits Worldwide

Item	2022	2023	2024
Two-Year Retention Rates for New Recruits %	98%	98%	98%
Three-Year Retention Rates for New Recruits %	92%	94%	97%

Providing the Overall Competitive Compensation

- In Taiwan, MediaTek's average and median salaries for non-executive, full-time employees in 2024 were among the leading group in the industry ranking published by TWSE.
- Managers' remuneration are based various factors, including individual performance that take into consideration of their ability to fulfill sustainable development goals **(environment, society, and corporate governance)**.
- **Employee Stock Ownership Trust (ESOT) Program:** Launched in Taiwan, we encourage employees to invest in MediaTek. In 2024, **more than 70% of the employees have participated** in the program. Since 2023, we have invested about NT$728 million cumulatively into the program, showing our dedication to stand with shareholders.

Incentive Guidelines

Performance Driven

- Linking compensation to the Company's performance
- Differentiating rewards based on individual contribution, personal performance, and job nature.

Sustainability

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

External Competition and Internal Balance

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

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Diverse Talent Development Plan

MediaTek Education and Training Framework

	All Employees	Engineers & Administration	Line Managers	Middle Managers	Top Managers
Key Capabilities	▸ Professional knowledge ▸ Operational knowledge ▸ Leadership and management	▸ Problem solving ▸ Impact on operations ▸ Interpersonal relations/ communication	▸ Guiding changes ▸ Fostering innovation ▸ Cultivating talent ▸ Guiding cross-team collaboration ▸ Establishing good performance teams	▸ Demonstrating business acumen ▸ Leading change ▸ Driving innovation ▸ Building high-performing organizations ▸ Establishing partnerships	▸ Global strategic planning ▸ Leading strategic breakthroughs ▸ Building core competitive advantages
Training Content	▸ New Hire Orientation ▸ Language proficiency	▸ Technical engineering and project management ▸ Individual performance	▸ Key abilities for management ▸ Direct leadership	▸ Key abilities for management ▸ Organizational leadership	▸ Key abilities for management ▸ Strategic leadership

Learning/Training Method

▸ In-person lectures ▸ online learning ▸ experiential learning ▸ gamified learning ▸ coaching ▸ role-playing ▸ scenario simulation ▸ practical case studies ▸ book clubs ▸ Harvard case study discussions ▸ and Podcast programs.

Training Evaluation Mechanism

- Pre-course requirements and post-course satisfaction surveys
- Learning application sharing sessions, internal TED Talk-style keynote speeches, and 360-degree development assessment tools.

Average Training Hours per Employee Worldwide

Unit: hours

Managerial Position		Non-Managerial Position	
Male	Female	Female	Female
41.9	65.1	37.8	46.2

Note: The non-executive full-time employees refer to the full-time employees other than directors and managers.

Diversified Self-Directed Learning Platform

To cultivate top-tier IC design talent, MediaTek is dedicated to foster a self-directed learning environment and building a learning organization.

Diverse Learning

- Includes platforms such as Hahow, CommonWealth Leader Campus, Udemy, and Rosetta Stone
- Covering topics such as leadership and management, AI technology, languages, and general education

Personalization

- Employees can set learning goals and progress at their own pace
- Adjustable video playback speeds allowing employees to absorb course content more efficiently

Habit Formation

- Employees must meet a minimum monthly viewing time to retain their learning accounts.
- Encourages self-directed learning and fosters a pervasive learning atmosphere

1. Over 6,000 employees engaged in self-directed learning on various platforms, accumulating over 21,000 self-directed learning hours.
2. MediaTek's average monthly learning hours on Udemy was 1.8 times more than Udemy's global average.
3. We organized MediaTeker To MediaTeker (M2M) knowledge-sharing events, where 47 employees had selflessly shared their insights knowledge from self-directed learning platforms.

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Workplace Diversity and Inclusion

- In accordance with the latest international human rights standards and related regulations, the Company has established the MediaTek Human Rights Policy and committed to fulfilling its responsibility for protecting human rights.
- MediaTek is dedicated to realizing the spirit of diversity and inclusion and has a complete MediaTek Declaration of Diversity, Inclusion and Workplace Equality.

2024 Quick Facts

Strive to Create a Gender-Friendly Workplace

Female-to-male employee gender ratio at **2:8**

Promote a Diverse and Inclusive Workplace

Employees from **43** countries and regions worldwide

Create a Friendly Work Environment

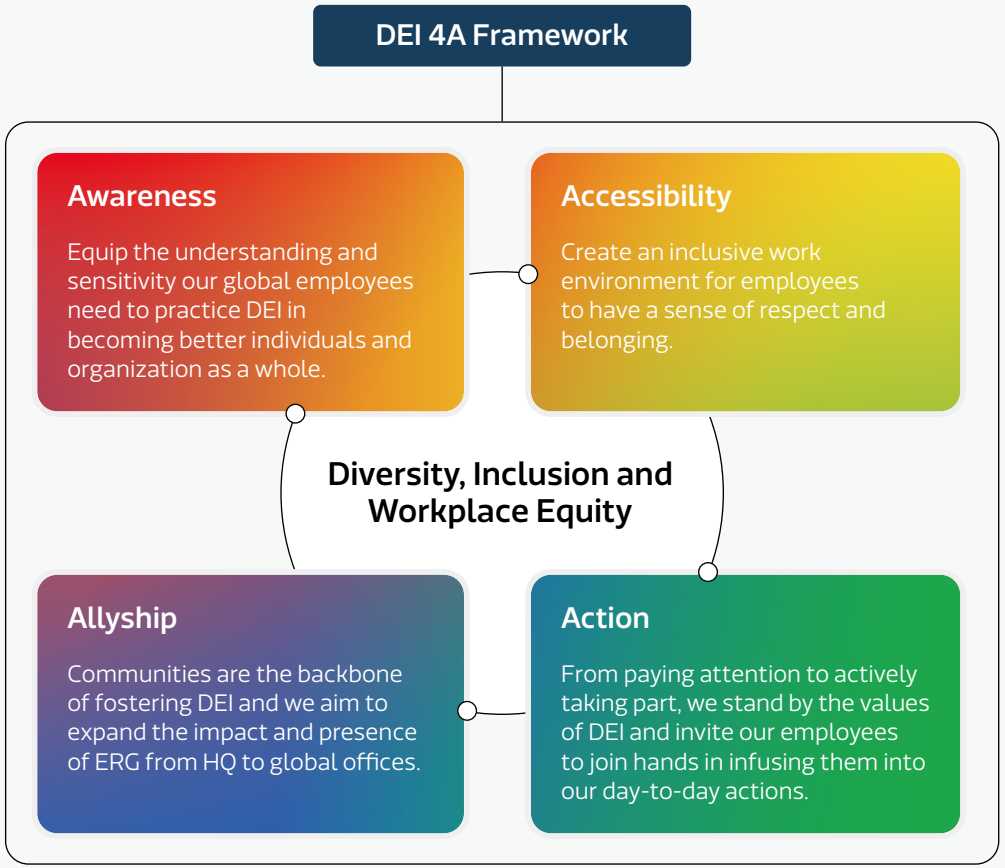
78% of employees agreed that the company provides an inclusive workplace

*Based on the results of the global employee survey in 2023

Promote Workplace Equity

Pay ratio for men and women at the same position at **1:1**

From raising awareness to driving action: MediaTek's DEI 4A framework



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We hold comprehensive evacuation drills regularly, which includes fire extinguishing and aid for the injured. To assure the safety during constructions, contracted workers are required take instruction on occupational safety and health. There were two employee occupational injuries in 2024, which were caused by tripping and falling.

Goals	Conducted professional training for first-aiders to meet regulatory requirements	Conduct yearly employee evacuation exercise.	Conduct health promotion activities.	Conduct annual workplace health and safety risk assessments.
2024 Implementation Status	Successfully held one refresher course specifically for first aid personnel at our Hsinchu Science Park plant, to continuously maintain their qualifications.	Conducted a total of 16 employee evacuation drills.	In 2024, the headquarters in Taiwan hosted 26 health promotion activities, with 9,279 participants.	The Company conducted hazard identification and risk assessment pertaining to key operations or higher potential hazard incidents.
	Achieved	Achieved	Achieved	Achieved
2025 Management Goals	Continue to organize professional first aid personnel training to meet regulatory requirements.	Conduct over 16 annual evacuation drills.	A total of 27 multifaceted health promotion activities are scheduled for 2025.	The Company shall continue to conduct hazard identification and risk assessment pertaining to key operations or higher potential hazard incidents.

Item/Year	Gender	2022	2023	2024
Disabling Injury Frequency Rate (FR) Disabling Injuries (Counted When Resting Hour Exceeds 8 Hours) X 1,000,000 / Total Hours Worked	Male	0.25	0.54	0.10
	Female	0.47	1.64	0.00
Total		0.29	0.71	0.08
Occupational Disease Rate (ODR) Occupational Disease Cases X 1,000,000 / Total Hours Worked	Male	0	0	0
	Female	0	0	0
Total		0	0	0
Disabling Injury Severity Rate (SR) Number Of Work Days Lost X 1,000,000 / Total Hours Worked	Male	4	16	1
	Female	14	41	0
Total		6	5	1
Absenteeism Rate (AR) Number of Absent Days / Number of Available Working Days in A Given Period	Male	0.00400	0.00500	0.00500
	Female	0.00900	0.01300	0.01200
Total		0.00500	0.00700	0.00600

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- In 2024, we published 6 issues of "MediaTek Wellbeing Times" bilingual bimonthly e-newsletter, covering physical and mental health information.
- 8 sessions of health education lectures, with 8,006 participants.

- 11,577 employees completed annual health examination with full cost covered by MediaTek.
- 288 hours of on-site medical services were provided in 2024.

- Our employee restaurants host over 30 vendors, which undergo bimonthly regular inspections by SGS to ensure food safety and hygiene management.
- Restaurant satisfaction survey was conducted to enhance employees' dining experience.

- In 2024, our Taiwan headquarters organized 72 diverse health promotion activities.
- Certified as a Sports Enterprise Certification for eightconsecutive years.

Benefits Superior to Regulatory Requirements	
Number of Leave	7 additional days
Volunteer Leave	2 additional days
Maternity Leave	4 additional weeks
Paternity Leave	3 additional days
Insurance	More comprehensive program
Health Examination	More comprehensive program
Childbirth Benefits	More comprehensive program

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MediaTek has adopted **sound corporate governance practices** to reflect our strong commitment to **protecting stakeholder interests**, thus create a sustainable foundation for development.

Committed and Diversified Board

- The board has diverse backgrounds in accordance with MediaTek's development needs and elected of one additional **Female** Independent Director in 2023 AGM.
- **55.6%** of the board comprises of independent directors in 2025 AGM.
- The Board conducted **external performance evaluation** mechanism for "Board of Directors Self-Assessment of Performance".

Aligned with Shareholder Interests

- Link Restricted Stock Award (RSA) to **financial performance** and **total shareholder return** (TSR).
- The Board adopted **Executive Officer Stock Ownership Guidelines** in 2022.

Link to Guidelines

Top in Corporate Governance and IP Protection

- **Fifth consecutive year** listed as **Top 5%** of Taiwan-listed companies in 2024 Corporate Governance Evaluation.
- **Level A Certificate** in 2024 Taiwan Intellectual Property Management System (TIPS).
- Obtained a the **TISAX certification label**.
- Obtained **ISO 27001** certification.

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- Enhancing risk management oversight with the Audit Committee, assuming the responsibilities previously held by the Risk Management Committee.
- In 2025, 55.6% of the Board comprises of independent directors (5 out of 9), exceeding the statutory requirements.
- In 2022, an external and professional independent organization was appointed to conduct an overall **external performance evaluation of the Board**, and the evaluation results were reported to the Board on October 28th, 2022.

Diversified background and experience of the Board

Name	Title	Employed by the Company	Gender	Experience in Industry/Academia					Professional Competency					
				Semiconductor	End Consumer Product	Biomedicine	Others (Finance/ Solar)	Academia	Global Business Management	Technology	Finance	Human Resource	Risk Management	Marketing/ Business Development
Ming-Kai Tsai	Chairman	✓	Male	✓					✓	✓	✓	✓	✓	
Rick Tsai (Lih-Shyng Tsai)	Vice Chairman & CEO	✓	Male	✓			✓		✓	✓	✓	✓	✓	✓
Joe Chen	Director & President	✓	Male	✓					✓	✓	✓	✓	✓	✓
Cheng-Yaw Sun	Director		Male	✓	✓				✓				✓	✓
Chung-Yu Wu	Independent Director		Male	✓		✓		✓		✓			✓	
Peng-Heng Chang	Independent Director		Male	✓			✓		✓		✓	✓	✓	
Syaru Shirley Lin	Independent Director		Female	✓			✓	✓	✓		✓		✓	
Yao-Wen Chang	Independent Director		Male	✓				✓		✓			✓	
Hsiao-Wuen Hon	Independent Director		Male				✓		✓	✓			✓	

Link to external evaluation units for Board of Directors

Link to diversification policy for the composition of our Board members

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Functional Committees

Audit Committee

- **Members:** 4 independent directors.
- **Responsibilities:** To supervise financial statements, the independence / performance/ effective implementation of internal control, and compliance with relevant regulations as well as supervise of risk management.

Remuneration Committee

- **Members:** 2 independent directors and 1 independent external expert
- **Responsibilities:** To review and assess the management performance and relevant compensation policies.

M&A Strategy Committee

- **Members:** 4 directors
- **Responsibilities:** To review and evaluate major M&A cases. It plays a supplemental role to the Audit Committee, who together with the Board remain the authority to approve deals.

Additional Committees

ESG Committee

- **Members:** The Vice Chairman chairs the Sustainability Committee that consists of top managers from various business departments and MediaTek Foundation.
- **Responsibilities:** Take sustainable development as its highest guiding principle and propose relevant projects to respond to economic, social, and environmental issues

Corporate Governance Unit

- **Members:** The Board owns the highest authority and assigns the Legal Division to ensure compliance, where the General Counsel serves as the Corporate Governance Officer.
- **Responsibilities:** All matters related to the Board and AGM meetings, incl. conducting continuing education for the Directors, providing necessary information for the Directors to fulfil duties, and assisting the Board to comply with regulations.

Information Security Committee

- **Members:** The co-COO and executive vice president & CFO of the Company serve as the Committee convener.
- **Responsibilities:** The Committee is dedicated to reviewing the cyber security, product security and data security implementation status regularly. It shall also report the information security inspection results to the Board of Directors regularly each year.

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Governance

- **Operating risk:** Instituted emergency prevention, incident investigation, and disaster recovery procedures.
- **Supply chain risk:** Formulated response procedures for emergency at production sites against supply chain risks.
- **Information security risk:** Cyberattacks, product security concerns, and information leaks can harm reputation and intellectual property protection, leading to severe issues.

Environmental

- Formulated environmental management policies and occupational health and safety management policies.
- Revised environmental protection measures according to international trends, operational needs and government policies.
- Climate-related risk: We considers significant climate risks as major risks posed to operational activities and integrates them into existing risk management policy and procedures

Social

- Assessed risks to employees' **human rights**.
- Ensured conformance of **labor policy** to domestic and foreign human-rights conventions and to governments' legal requirement.

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- MediaTek adopts a **zero-tolerance policy** for corruption and bribery, unfair competition, intellectual property infringements, and insider trading.

Any violator will be severely punished, and the internal auditing will also investigate, record, and feedback upon the violation to protect our reputation and ethical values.

01
Strict prohibition against bribery, corruption, extortion and embezzlement.

02
Strict prohibition against conduct harmful to competition, the environment, workers, or society.

03
Refrain from dealing with counterparties whose conduct does not conform to this Code.

04
Avoid of conflicts of interest.

05
Strict prohibition against providing or accepting inappropriate gifts or other improper interests.

06
Respect for intellectual property rights and adherence to confidentiality obligations.

07
Strict prohibition against insider trading.

08
Protection of Privacy and Personal Information.

Whistleblowing Management Procedures

If an employee found any violation of ethical conduct or provisions of internal regulations, he or she may report to his or her direct supervisor or to the Internal Audit Division. The identity of the whistle-blower and the content of the report will be kept confidential and investigated by dedicated internal auditors.

Tel. number: +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 (Head of Audit Division)

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Environment		2022	2023	2024
GHG Emissions	Scope 1 (ton CO_2e)	6,619	4,001	4,185
	Scope 2 (ton CO_2e)	82,160	88,300	94,158
Energy Consumption (GJ)		603,858	651,743	693,593
Waste Recycle Rate (%)		38%	26%	27%
Water Resource Management	Withdrawal (million liter)	486	507	525
	Consumption (million liter)	283	292	307
	Discharge (million liter)	203	215	218
Conflict Free Minerals	Number of Smelters	245	203	215
	Proportion of RMI-verified Smelters (%)	100%	100%	100%
Local Procurement (%)	General Procurement at HQ	85%	92%	91%
	Raw Material Procurement and Testing at HQ	85%	81%	90%
Key Supplier Partnership Initiatives	GHG Reduction (ton CO_2e)	-	16,484	40,372
Social		**2022**	**2023**	**2024**
Global Employees[1]	Number of People	18,993	19,104	19,335
	Proportion of Employees in R&D (%)	89.6%	89.5%	89.3%
	Proportion of Female Employees (%)	20.0%	19.7%	18.3%
Employee Turnover Rate (%)		6.3%	4.4%	5.2%
Global Retention Rates for New Recruits	Two-Year Retention Rate (%)[2]	98%	98%	98%
	Three-Year Retention Rate (%)[3]	92%	94%	97%

Note 1: Employee count as of December 31st, 2024.
Note 2: The percentage of employees hired in 2022 who are still employed by MediaTek.
Note 3: The percentage of employees hired in 2021 who are still employed by MediaTek.

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Environment		2022	2023	2024
Average Remuneration of Employees (NT$)		4,992 k	3,845 k	4,633 k
Employee Stock Ownership Trust (ESOT) Plan	Proportion of Taiwanese Employees in ESOT (%)	-	60%	70%
Promoting Workplace Equality	Proportion of Employees Who had Completed the Training of "Prevention of Workplace Misconduct"	98%[4]	99.6%[4]	99.8%[4]
Global Average Training per Employee (hour)		85	37	40
Disabling Occupational Accidents	Frequency Rate (FR)	0.29	0.71	0.08
	Occupational Disease Rate (ODR)	0	0	0
	Severity Rate (SR)	6	5	1
	Absenteeism Rate (AR)	0.00500	0.00700	0.00600
Governance		**2022**	**2023**	**2024**
Board of Directors	Proportion of Independent Directors (%)	37.5%	44.4%	50.0%
	Proportion of Female Directors (%)	0.0%	11.1%	12.5%
Integrity and Legal Compliance-Related Training Program	Completion Rate (%)	100%	100%	100%
	Completed Participants (people)	18,232	38,465	45,360
Operating Revenue (NT$ hundred million)		5,488	4,334	5,306
Operating Cost (NT$ hundred million)		2,779	2,261	2,672
Net Income (NT$ hundred million)		1,186	772	1,071
Earnings per Share (NT$)		74.59	48.51	66.92
Return On Shareholder Equity (%)		27.06%	18.89%	27.49%

Note 4: Employees did not complete the training within the statistical period due to official duties and long-term sick leave.

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