

# MediaTek Human Rights Policy

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MediaTek is committed to upholding human rights and creating a dignified work environment. We abide by the laws and regulations in every global location where we operate and support internationally recognized human rights norms and standards. These include the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights, the Universal Declaration of Human Rights, the United Nations Global Compact, the OECD Due Diligence Guidance for Responsible Business Conduct, and the Responsible Business Alliance. MediaTek stands by relevant regulations and continues to carry out our promise and responsibility to safeguard human rights.

"MediaTek Human Rights Policy" applies to the Company, its domestic and overseas subsidiaries, and other organizations where MediaTek holds substantial control. It upholds the human rights of all employees, including regular, contract and temporary employees, as well as interns. Together, we stand fast with our supply chain partners in protecting and respecting human rights. The following are the guiding principles of our policy, of which the Company regularly reviews to assess potential impacts and develop countermeasures.

## **1. Respect for the right to work and strict prohibition of forced labor**

We respect the wishes of all workers to work and prohibit the employment of workers subject to various forms of forced labor. We do not tolerate any form of forced or inhumane treatment of workers, as well as the employment of child labor.

## **2. Establishment of open communication channels**

We maintain smooth and multifaceted dialogue between employees and the Company to protect the rights of employees to express themselves freely and to raise suggestions or concerns.

## **3. Ensuring workplace equality**

We are committed to equal opportunity and fair pay, prohibit any form of discrimination and harassment, pledge to support the value of diversity and inclusion, respect individual employee differences, and create a friendly workplace with equal opportunities for all employees.

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## 4. Providing a safe and healthy working environment

We implement workplace health and safety, pay attention to employees' physical and mental health and well-being, and provide a professional and supportive work environment.

## 5. Information security

We respect the right to data privacy of our employees and customers and strictly comply with relevant laws and regulations on the collection and use of personal data.

## 6. Implementation of stakeholder engagement

Our "MediaTek Human Rights Policy" is publicly disclosed on the Company's website and in the Company's ESG Report. Stakeholders are regularly empowered through various channels to understand human rights and the Company's Human Rights Policy, working together with the Company to safeguard human rights.

## 7. Management Directions

MediaTek performs assessment on potential human rights risks in operational activities on a regular basis and develop mitigation and remedial measures. We have 24-hour complaint mailboxes, including "Ombudsman System" "Sexual Harassment Prevention Hotline and Complaint Mailbox," and "Company Suggestion Mailbox."

We promise to protect the complainants or whistleblowers from retaliation. Upon receipt of a complaint, an investigation will be conducted in accordance with the relevant regulations, and if the complaint is substantiated, necessary remedial measures and responses will be undertaken.



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Chairman, MediaTek Inc.

June 2023