

## Stakeholder Engagement

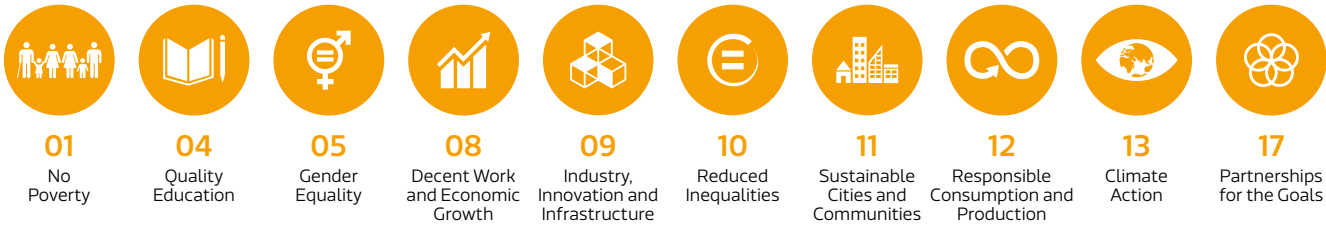
Stakeholders/ Importance to MediaTek	Main Engagement Issues	Engagement Method	Engagement Frequency	Response and Action
<b>Customers</b> We are committed to a customer-centric approach when developing various products and services, and use the best effort to help customers get success. Customers are the cornerstone of our sustainable business and operations.	<ul style="list-style-type: none"> <li>Brand identity and market perception</li> <li>Maintenance of customer relationship</li> <li>Customer products and innovation</li> <li>Cultivating the digital ecosystem together with upstream and downstream partners</li> </ul>	<ul style="list-style-type: none"> <li>By integrating global resources with localized customer teams and partner strengths, MediaTek organizes both online and offline summits and product launches, with upstream and downstream partners invited based on local conditions. Through diverse communication channels, we showcase our brand positioning and commitment, and continue to fulfill our mission via both video conferencing and face-to-face visits</li> <li>Pay visits and communicate via phone and email through the global customers' supporting system</li> <li>Customer complaint processing channel</li> </ul>	<ul style="list-style-type: none"> <li>Per the need for the project schedule</li> <li>Routine engagement</li> <li>Instant resolution</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen market image and brand value through diverse communication channels, while conveying the contributions of partners within the digital ecosystem to consumers</li> <li>Through multi-faceted and systematic communication, we adopt customer- and partner-centric thinking to effectively address the needs of all stakeholders</li> <li>Develop products that meet the needs of various scenarios and local requirements</li> </ul>
<b>Industry/Government/Academia/ Research Institute</b> Governments, industry associations, academic research institutes and think tanks are important stakeholders of MediaTek. Respond to the regulatory requirements proposed by various local governments and work together to create a better business environment.	<ul style="list-style-type: none"> <li>Industry policy and environment: tax, talents, and market competition</li> <li>Assessment on impact to the industry's practical operation</li> <li>Consultation about corporate governance and legal compliance</li> <li>Senior talent training</li> </ul>	<ul style="list-style-type: none"> <li>Collection of international laws and regulations, and compliance</li> <li>Collection, consultation, engagement and compliance of the central government laws and regulations</li> <li>Project meetings (including, but is not limited to, exchanging opinions with regulatory authorities on industry-related policies)</li> </ul>	<ul style="list-style-type: none"> <li>Instant resolution</li> <li>In response to the timetable for establishment of laws and regulations</li> <li>Per the need for the project schedule</li> </ul>	<ul style="list-style-type: none"> <li>Proactively respond to the inquiries about laws and regulations enacted by governments and business environment, and jointly improve the overall business environment.</li> <li>Increase the involvement in campus and work with universities to launch the innovative planning about "IC Design Program," strengthen the connection of industry and academia, and deploy future talents in advance; As of the end of 2024, more than 6,100 students have already attended the program.</li> </ul>
<b>Employees</b> As a fabless IC design company, MediaTek's employees are its most important assets. The innovation and efforts of global talents in IC design, has made MediaTek a leader in global technology.	<ul style="list-style-type: none"> <li>Talent attraction and retention, including salary, employee care and benefits</li> <li>Talent training and promotion</li> <li>Build a diverse and inclusive workplace</li> </ul>	<ul style="list-style-type: none"> <li>Labor-management meetings</li> <li>Global communication meetings of different levels</li> <li>Group-Wide Employee Opinion Survey</li> <li>Employee opinion mailbox</li> <li>Employee complaint mailbox</li> <li>Sexual harassment complaint mailbox</li> <li>Internal AI Robot</li> </ul>	<ul style="list-style-type: none"> <li>Convened quarterly</li> <li>Convened monthly</li> <li>Convened once every two years</li> <li>Instant resolution</li> </ul>	<ul style="list-style-type: none"> <li>Establish the overall salary strategy with industry competitiveness and provide diversified benefit plans</li> <li>Provide equal employment and development opportunities, and a safe and friendly working environment</li> <li>We launched an online course on unconscious bias, with a completion rate of over 98% for managers.</li> </ul>
<b>Shareholders and investors</b> Shareholders and investors are the facilitators of MediaTek. Capital investment and participation in corporate governance enhances MediaTek progress towards sustainable development.	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Corporate governance and legal compliance</li> </ul>	<ul style="list-style-type: none"> <li>Annual General Meeting</li> <li>Quarterly investor conference</li> <li>Domestic and overseas forums and roadshows</li> <li>Interviews with institutional investors</li> </ul>	<ul style="list-style-type: none"> <li>Convened yearly</li> <li>Convened quarterly</li> <li>More than 30 rounds per year, subject to the circumstances</li> <li>More than 350 rounds per year, subject to the circumstances</li> </ul>	<ul style="list-style-type: none"> <li>MediaTek's gross profit was NT\$263.4 billion and operating income was NT\$102.4 billion. The gross margin was 49.6%, and the net operating margin was 19.3%.</li> <li>The suggestions accepted through interaction with investors will serve as the material reference for future development strategies.</li> <li>More than 30 domestic and overseas forums and roadshows have been organized. The Company conducted more than 350 interviews with institutional investors. There are more than 8,000 global investors receiving services throughout the year.</li> </ul>
<b>Suppliers</b> 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"> <li>Sustainable supply chain management</li> </ul>	<ul style="list-style-type: none"> <li>Supplier conference</li> <li>Complaint mailbox</li> <li>Audit on suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Convened yearly</li> <li>Instant resolution</li> <li>Conduct the audit per year</li> </ul>	<ul style="list-style-type: none"> <li>The "Best Sustainable Partner" is conferred to praise and encourage fine-quality suppliers at the supplier conference.</li> <li>MediaTek encourages suppliers to establish continuous improvement project teams and engages with supply chain experts in energy and water conservation and circular economy specialists.</li> </ul>

Stakeholders/ Importance to MediaTek	Main Engagement Issues	Engagement Method	Engagement Frequency	Response and Action
<b>General Public, Consumers &amp; Media</b> The public plays a crucial role in MediaTek's mission to create a better life. We identify areas of focus and partner with communities, media, and non-profit organizations to fulfill our responsibilities as a corporate citizen.	▶ Corporate vision and business operation	▶ Media events, press release, media interview	▶ Constant	▶ Each year, 2 billion devices worldwide are powered by MediaTek's advanced chipsets, bringing innovative technology to more people. ▶ We share updates on our products, social initiatives, and sustainability efforts through a variety of communication channels.
	▶ Brand identity and market perception	▶ TWSE Market Observation Post System	▶ Immediate	
	▶ Technological innovation and R&D investment	▶ Corporate website and social media	▶ Constant	
	▶ Community engagement	▶ Corporate Sustainability website	▶ Constant	▶ We invite the public to propose technology-driven solutions for local social issues, providing participating teams with resources and mentorship to help turn their ideas into reality. ▶ We offer training to help teachers to strengthen their skills in technology and science. ▶ We connect employees and resources with frontline technology teachers to broaden the reach of STEM education in schools. ▶ Through advocacy and engagement, we encourage female students to explore academic and career opportunities in STEM fields. ▶ Our diverse volunteer groups support activities such as creative writing and science education for elementary students, as well as environmental protection and stray dog care. ▶ We partner with local NGOs to organize charity events and donations.
		▶ MediaTek Foundation website and Facebook page	▶ Constant	
		▶ Press release	▶ Constant	
		▶ Stakeholder interview	▶ From time to time	
		▶ Survey & analysis	▶ From time to time	

ESG Strategy and Management of Material Topics

In order to promote the core concept about ESG, in 2024, we continued to verify the issues of concern to stakeholders in the latest international ESG development trends via the diversified channels and stakeholder engagement, including the routine engagement under the basic operating framework of the Company's core profession and past internal/external survey results, and also included the impact assessment results to conclude the issues to be responded to by the Company as the first priority. We reviewed the gap between internal and external cognition of each strategic issue, analyzed the root causes, researched and planned the promotion of corresponding medium- and long-term improvement measures, and reviewed the progress and results regularly to make corrections on a rolling basis. Given this, the ESG strategy and material topics are compiled and summarized as follows:

Sustainable Development Goals (SDGs)



ESG Strategy / Company Commitment	Corresponding Material Topics	Stakeholders	Material Topics-Related Impact Responsive Measures
<b>Brand Identity and Market Perception</b> We are continually improving our market perception to generate increasing brand value. This is realized through innovations in leading technologies, strategies, marketing, management, and processes.	▶ Brand Identity and Market Perception	▶ General Public/End Consumers/ Media	▶ The Company reviews its management based on the sales forecast and number of active projects regularly. We continue to verify customers' internal organizational structure, focus and practices, to increase the in-depth understanding and goodwill to customers.
<b>Customer Relationship Management</b> In response to a rapidly changing environment, we enhance supply resilience and the speed of communication and response across the industry supply chain. By anticipating future demands, MediaTek increases our value to customers by being customer-centric. We value consumer rights by establishing relevant customer rights protection policies and (complaint) feedback 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 <a href="#">1.2 Customer Service</a> ▶ The company has established an information security management strategy to ensure that there are no security or privacy vulnerabilities in its products and to strengthen information security resilience. For details, please see <a href="#">4.6.2 Information Security Management Strategy</a>
<b>Innovation</b> We seek to innovate by building a strong team of technical personnel and products, and establishing partnerships with world-class manufacturers. Our internal corporate culture encourages our employees to be innovative while actively interacting with external partners and participating in international technical forums and associations, so that MediaTek can be among the elite in all domains of technology.	▶ Innovation and Product Responsibility	▶ Customers ▶ General Public/End Consumers/ Media	▶ Provide innovative products that satisfy consumers' needs. ▶ R&D of communications and networking: Global leader launching the latest communication chips (5G,Wi-Fi 7, etc.) and participating in the preparation of relevant specifications. ▶ Computing and R&D of AI: The powerful edge computing strength in combination with AI algorithms and software tools enable MediaTek to increase its involvement in products, such as smart home, wearables, smart phones and other networking devices.

ESG Strategy / Company Commitment	Corresponding Material Topics	Stakeholders	Material Topics-Related Impact Responsive Measures
<p><b>A Diverse and Inclusive Workplace</b></p> <p>MediaTek believes in the values of diversity, equity and inclusion, and regards its employees as its most valuable assets. We believe that creating an inclusive workplace helps increase creativity and innovation, improves problem solving, and enhances employee engagement and loyalty. It is also the key to building a sense of belonging and ensuring that all employees have an equal opportunity to be successful and grow with the company.</p>	<ul style="list-style-type: none"><li>Diversity And equity</li></ul>	<ul style="list-style-type: none"><li>Employees</li></ul>	<ul style="list-style-type: none"><li>We implement the spirit of diversity and inclusion, to foster an equitable workplace and continuously refine our efforts.</li><li>We empower management and employees to understand and practice diversity, equity, and inclusion, to achieve corporate sustainable development goals.</li></ul>
<p><b>Talent Acquisition, Development, Retention, and Cultivation</b></p> <p>Talents are an important asset of MediaTek. Through diversified and innovative recruitment channels, provision of salary that is competitive and fair internally, and a variety of benefits, the Company seeks to recruit outstanding talents into its professional team and cultivates a sense of belonging in employees so that talents can serve as the drive of sustainable development.</p> <p>The sustainable operation and growth of the Company depend on the professionalism and management capabilities exhibited by employees. Via training and development mechanisms of different levels, the Company seeks to enhance the competitiveness of employees and management, making MediaTek a global leading semiconductor company in terms of technology and operation.</p>	<ul style="list-style-type: none"><li>Talent Attraction And Retention</li><li>Talent Development</li></ul>	<ul style="list-style-type: none"><li>Employees</li></ul>	<ul style="list-style-type: none"><li>The Company's expertise in technology is leading the others in the same industry, so as to provide a challenging and innovative environment to attract talents.</li><li>Provide the remuneration better than the pay level adopted by peers in the same industry.</li><li>Apply innovative and diversified recruitment channels and measures to seek adequate talents</li><li>Provide diversified training and development opportunities to satisfy the employees' and organization's development needs to establish a fair, reasonable and sustainable overall remuneration mechanism; encourage talents to exercise their expertise to build an inclusive and friendly workplace; care employees' physical and mental health and an excellent and healthy working environment to provide flexible benefit programs focusing on employees' needs.</li></ul>
<p><b>Corporate Governance and Legal Compliance, and Information Security Management</b></p> <p>We adhere to law and regulations and social responsibilities in our operating locations, establish robust corporate governance systems, and implement information security management. This enables us to achieve the economic performance of our core operations and continuously lead the Company toward sustainable operations.</p>	<ul style="list-style-type: none"><li>Corporate Governance And Legal Compliance</li><li>Information Security Management</li></ul>	<ul style="list-style-type: none"><li>Shareholders and Investors</li><li>Employees</li><li>Industry/Government/ Academia/Research Institute</li><li>Media</li></ul>	<ul style="list-style-type: none"><li>In the 2024 Corporate Governance Evaluation, MediaTek maintained its position in the top 5% of TWSE-listed companies for five consecutive years. We continue to enhance corporate governance, for example, by strengthening the Audit Committee's oversight functions on company finances and risk management and increasing the proportion of independent directors to half of all board members. We make sustainable operations the highest objective for all our business activities.</li><li>We continuously strengthen corporate information security protection through methods, such as red team exercises and other security checks.</li><li>We actively strengthen product safety by implementing an open-source third-party software review process and boosting our efficiency in handling product security incidents.</li><li>We formulate intellectual property management plans linked to operational goals and regularly report to the Board of Directors.</li><li>We hold supplier information security forums to enhance supply chain partners' information security protection capabilities, to build a comprehensive MediaTek supply chain information security environment.</li></ul>
<p><b>Product Responsibility and Energy Conservation &amp; Carbon Reduction</b></p> <p>The Company has no factories. Therefore, most initiatives in the field aim at the office premises. The Company collects information about energy conservation and carbon reduction related to products, and also organizes the supplier conference regularly.</p>	<ul style="list-style-type: none"><li>Innovation And Product Responsibility</li><li>Sustainable Supply Chain Management</li><li>Energy And Climate Change</li></ul>	<ul style="list-style-type: none"><li>End Consumers</li><li>Suppliers</li></ul>	<ul style="list-style-type: none"><li>Continue to practice the green design thinking, improve product performance, respond to green environmental protection and carbon reduction initiatives at home and abroad, and leverage influence over suppliers</li></ul>
<p><b>Social Contribution and Value Creation</b></p> <p>Pioneering and innovative technologies not only represent the cornerstone of our industry leadership position but also form the foundation of our social influence which relies on proactive utilization of our core capabilities in the field of technological innovation. Through cross-sector integration, we move beyond "knowledge dissemination" to "innovative application of knowledge and technology" to share the benefits of technological advancement with society. This approach enables a growing number of individuals to take advantage of the opportunities generated by technology diffusion and builds momentum toward a brighter future.</p> <p>Technological innovation is key concern in current society and industry. It not only brings direct economic benefits but also empowers us to enhance stakeholders' skills and improve their quality of life, thereby closely integrating corporate development with social progress and creating more sustainable value.</p>	<ul style="list-style-type: none"><li>Social Participation And Value Co-creation</li><li>Indirect Economic Impact</li></ul>	<ul style="list-style-type: none"><li>Industry/Government/ Academia/Research Institute</li><li>General Public</li></ul>	<ul style="list-style-type: none"><li>Organize the "Genius for Home Digital Social Innovation Campaign", promote programming education courses, higher education and academia-industry collaboration, and provide ongoing support for arts, culture, and education-related activities permanently.</li><li>We are dedicated to expanding the socio-economic benefits of technological innovation. We achieve this by empowering people through digital technology, cultivating industry talent, and supporting social innovation teams. This approach fosters the development of industry ecosystem, narrows the digital divide, strengthens an innovative spirit within the community, promotes inclusive social development, and supports sustainable economic growth.</li></ul>

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 2024
<p><b>Brand Identity and Market Perception</b></p> <p><b>Market perception and brand value</b></p> <ul style="list-style-type: none"><li>In the next 1 to 3 years, MediaTek will enhance its global marketing strategy, deepen strategic partnerships, and showcase innovative technologies through various events to boost brand identity.</li></ul> <p><b>Brand value</b></p> <ul style="list-style-type: none"><li>MediaTek plans to increase its brand value by 10% in the next 1 to 3 years, as assessed by Interbrand. This reflects our firm commitment to innovation, excellence, and global expansion. We aim to drive industry growth and gain wider recognition through advanced technologies and products.</li></ul>	<ul style="list-style-type: none"><li>Increase the brand value and brand identity by 30%</li></ul>	<p><b>Responsible Unit</b></p> <ul style="list-style-type: none"><li>Business and Marketing Communications Department</li></ul> <p><b>Resources</b></p> <ul style="list-style-type: none"><li>We allocate an annual brand marketing budget covering diverse communication channels, including global advertising, public relations events, participation in international exhibitions, and digital marketing.</li></ul> <p><b>Engagement Channels</b></p> <ul style="list-style-type: none"><li>Digital channels such as social media, corporate website, newsletters, brand stores</li><li>International exhibitions (both live and virtual)</li><li>Global technology meetings and conferences (both live and virtual)</li></ul> <p><b>Evaluation Mechanism</b></p> <ul style="list-style-type: none"><li>Evaluation of global branding results</li></ul>	<ul style="list-style-type: none"><li>Won "The Most Prestigious Sustainability Award - Top 10 Domestic Corporations", "Social Inclusion Leadership Award", "Information Security Leadership Award," "Social Inclusion Leadership Award," "Innovation Growth Leadership Award," and "Corporate Sustainability Report Award-Platinum" in the Taiwan Corporate Sustainability Awards (TSCA) hosted by the Taiwan Institute for Sustainable Energy Research</li><li>Ranked 3<sup>rd</sup> in Interbrand's "Best Taiwan Global Brands", with a brand value of US\$1,404 million in 2024, a 28% increase from 2023, marking MediaTek the one with the highest growth rate among all TWSE-listed companies.</li><li>Received the "Outstanding Asia Pacific Semiconductor Company Award" from the GSA.</li></ul>
<p><b>Customer Relationship Management</b></p> <ul style="list-style-type: none"><li>In 2024, MediaTek overcame various challenges and achieved continuous business growth. We will continue to deepen partnerships and expand our business scale to achieve economies effects in the future.</li><li>We will continue to develop new products, to increase the depth and breadth of client and partner relationships.</li><li>Achieve the target gross profit margin, performance growth rate and accuracy of forecast</li></ul>	<ul style="list-style-type: none"><li>We will continue to deeply develop potential global markets (e.g., AI and automotive), focus on clients and partners to increase industry influence, and continuously lead industry advancement.</li><li>We will continuously improve communication and response to client complaints.</li></ul>	<p><b>Responsible Unit</b></p> <ul style="list-style-type: none"><li>Led by Senior Vice President, but managers of all levels proactively participate</li></ul> <p><b>Resources</b></p> <ul style="list-style-type: none"><li>Establish a dedicated team to satisfy customers' needs for technology and business.</li></ul> <p><b>Engagement Channels</b></p> <ul style="list-style-type: none"><li>Provide online sales (sales@mediatek.com) and audit mailboxes that serve as communications and reporting channels from non-specified persons; audit units independently review these communications</li></ul> <p><b>Evaluation Mechanism</b></p> <ul style="list-style-type: none"><li>Sales, forecast accuracy for production and sales, and real-time client feedback.</li></ul>	<ul style="list-style-type: none"><li>Invested in advanced technology R&amp;D, developed new products and partnerships to solidify our position as a leader in diversified technologies.</li><li>Launched the new second-generation Dimensity 9400 flagship chip with an all-big-core design. Collaborated with NVIDIA on the Dimensity Auto 3nm flagship cockpit, to accelerate various industries' entry into the AI era.</li><li>Continuous growth with renowned clients worldwide and embrace AI together to enhance value for markets of HPC, automotive, AIoT, mobile phones, digital TVs, and Wi-Fi.</li><li>Continue to develop major markets in the world, including Europe, the USA, China, Asia, and Australia.</li><li>Revenue continued to grow by 22.4% in 2024, demonstrating our success.</li></ul>
<p><b>Innovation</b></p> <ul style="list-style-type: none"><li>Invest at least NT\$80 billion per year in R&amp;D expenses.</li><li>Mass-produced 5G products in line with various levels of demand.</li><li>Integrate AI computing functions into products across all product lines.</li><li>Continuously implement low-power design concepts to enhance product energy efficiency.</li></ul>	<ul style="list-style-type: none"><li>Actively participate in associations related to technical specification setting, with an attendance rate exceeding 80% of their meetings.</li><li>Actively establish AI application ecosystems for various product categories.</li><li>Implement the 3A (Accessibility, Affordability, Availability) strategy to enable people at each corner of the world to seize the power of technological innovation.</li></ul>	<p><b>Responsible Unit</b></p> <ul style="list-style-type: none"><li>R&amp;D</li></ul> <p><b>Resources</b></p> <ul style="list-style-type: none"><li>Invested NT\$132 billion in 2024.</li></ul> <p><b>Engagement Channels</b></p> <ul style="list-style-type: none"><li>Our R&amp;D and Sales maintain active two-way communication with our clients to help us keep abreast of market trends and consumer needs</li></ul> <p><b>Evaluation Mechanism</b></p> <ul style="list-style-type: none"><li>International Solid-State Circuits Conference (ISSCC)</li><li>Number of patents</li></ul>	<ul style="list-style-type: none"><li>Invested NT\$132 billion in innovation and R&amp;D.</li><li>MediaTek's chips drive 2 billion end devices each year, to offer a convenient life to modern society.</li><li>Launched the innovative second-generation all-big-core architecture, Dimensity 9400 flagship 5G Agentic AI chip, designed for edge AI, immersive gaming, and extreme imaging, with a new flagship experience for the mobile communication market in terms of generative AI, gaming, and imaging.</li><li>Unveiled the new Dimensity Auto Cockpit platform - CT-X1. Built on a 3nm process, the CT-X1 is designed to revolutionize the intelligent automotive experience with advanced generative AI technology. It delivers astounding computing power breakthroughs for smart cockpits, while accelerating the automotive industry's entry into the AI era.</li></ul>
<p><b>A Diverse and Inclusive Workplace</b></p> <ul style="list-style-type: none"><li>Promote sexual harassment prevention courses through diverse channels to ensure high completion rates.</li><li>Continuously offer unconscious bias training in the workplace, expanded from managers to all employees.</li><li>Top-down support of female tech talent through the MediaTek Foundation and ensure fairness in recruitment and internal development opportunities for them.</li><li>Strengthen the planning and actions of headquarters' employee resource groups and extend their efforts to all global offices.</li><li>Create a diverse and inclusive workplace and ensure that the proportions of female new hires/engineering researchers/total employees and managers meet industry averages.</li></ul>	<ul style="list-style-type: none"><li>Continuously promote a diverse, equitable, and inclusive workplace through various channels and related initiatives.</li><li>Continuously improve gender balance in the workplace while creating an environment where diverse employees feel comfortable and accepted.</li></ul>	<p><b>Responsible Unit</b></p> <ul style="list-style-type: none"><li>Global Human Resources Unit</li></ul> <p><b>Resources</b></p> <ul style="list-style-type: none"><li>GHR Cross-functional Taskforce Team</li><li>Employee resource groups: I-Connect (intergenerational employee community), Global Family (foreign migrant employee community), and Women in Tek (female growth community)</li></ul> <p><b>Engagement Channels</b></p> <ul style="list-style-type: none"><li>Diversity, equity, and inclusion (DEI) related courses</li><li>Employee resource Group activities</li><li>DEI Corner webpage and physical DEI awareness-raising wall</li><li>Emails and internal employee newsletters</li></ul> <p><b>Evaluation Mechanism</b></p> <ul style="list-style-type: none"><li>Completion rates for sexual harassment prevention and workplace unconscious bias courses</li><li>Employee participation rates in employee resource group activities</li><li>Scores on relevant questions in global employee opinion surveys.</li></ul>	<ul style="list-style-type: none"><li>Sexual harassment prevention course completion rate reached 99.8%, and new hires' training completion rate was 100% in the year, with a 100% pass rate on post-course tests.</li><li>Continued to promote workplace unconscious bias courses, with a completion rate of over 98% for global managers.</li><li>Headquarters' three employee resource groups held a total of seven large company-wide events, with nearly 2,000 participants. China offices established two employee resource groups, which held four annual events.</li><li>Launched optimized family support benefits, which increased maternity leave to 12 weeks, adjusted paternity (and prenatal check-up) leave to 10 days, and raised the birth allowance to NT\$10,000 per child, with adoption subsidies planned and provided.</li><li>Maintained a female-to-male salary ratio for the same positions at 1:1.</li><li>Implemented bilingual internal policy measures.</li></ul>



Strategic Issue/ Short-Term Targets 1-3 years	Mid-to-Long-Term Targets 3-10 years	Management Approach	Progress and Results in 2024
<b>Talent Acquisition, Development, Retention, and Cultivation</b> <ul style="list-style-type: none"><li>Establish diverse and innovative recruitment avenues for attracting appropriate talents.</li><li>Provide competitive salary benefits.</li><li>Continuously provide the care for employees' health and a healthy workplace.</li><li>Strengthen the job requirements in executive management to cater to the future challenge and growth facing the Company.</li><li>Re-visit the learning development blueprint of executives to adapt to changing environments and cultivate leadership talents that can take on future challenges.</li><li>Provide employees with training to enhance individual performance and professional competence to support their career development.</li></ul>	<ul style="list-style-type: none"><li>Continuously provide a competitive global compensation framework linked to performance.</li><li>Provide a challenging and innovative environment that allows employees to realize their potential.</li><li>Establish welfare programs based on employee needs.</li><li>Enhance leadership capabilities across all executive levels through competency-based development programs.Facilitate the innovative thinking and competitiveness of employees by consistently conducting advanced technological seminars and courses.</li><li>Maintain the technological and operational leading position by enhancing the professional skills and management capabilities of employees and executives.</li></ul>	<b>Responsible Unit</b> <ul style="list-style-type: none"><li>Relevant human resource management unit and staff benefit committee.</li><li>Training and Development Unit, Management Development Committee, Project Management Training Committee and AI Training Committee.</li></ul> <b>Resources</b> <ul style="list-style-type: none"><li>Operational management budget, training and development budget, employee welfare fund, and other relevant funds.</li></ul> <b>Engagement Channels</b> <ul style="list-style-type: none"><li>Manager communication meetings</li><li>Labor-management meetings</li><li>Employee complaint mailbox</li><li>I Have Good Ideas</li><li>Recruitment platform</li><li>Employee activities and service satisfaction survey questionnaires</li><li>AI Chatbot</li><li>Internal learning development website of the Company.</li><li>Online Learning Platform</li></ul> <b>Evaluation Mechanism</b> <ul style="list-style-type: none"><li>Regularly review overall compensation and benefits to ensure competitiveness within our industry each year.</li><li>Talent hiring rate, percentage of recruits reporting to work, retention rate and resignation rate</li><li>Annual employee activity participation rate</li><li>Yearly health checkup subsidy application</li><li>Application status of annual flexible benefits</li><li>Pre-course requirement survey</li><li>Post-course requirement survey</li><li>Sharing session on application learning</li><li>Internal TED Talk series.</li><li>360 development evaluation tool</li></ul>	<ul style="list-style-type: none"><li>In 2025, regarding the "average employee salary expense of listed companies" and the "average and median salary of non-executive full-time employee" submitted to the Taiwan Stock Exchange for 2024, MediaTek's amounts were NT\$4.633 million, NT\$4.310 million, and NT\$3.438 million, respectively.</li><li>Applications per hire = 15 times; onboarding rate = 85%; new hire retention rate = 97% within 3 years, 98% within 2 years; turnover rate = 5.2% globally, 5.1% in Taiwan.</li><li>Application and reimbursement rate for flexible benefits reached 97%; health check subsidy application rate reached 95%; held 72 health promotion activities, with employee participation reaching 68%.</li><li>In 2024, global education and training, including online and in-classroom courses, totaled over 780,000 hours, with over 20,000 employees participating, averaging 40 hours per employee.</li></ul>
<b>Corporate Governance and Legal Compliance</b> <ul style="list-style-type: none"><li>Practice legal compliance to ensure no material violation of laws.</li><li>Maintain the position as one of top 5% public companies in terms of corporate governance ranking.</li></ul>	<ul style="list-style-type: none"><li>Improve the operations of the Board of Directors and various functional committees to fulfill the Board of Directors' functions.</li></ul>	<b>Responsible Unit</b> <ul style="list-style-type: none"><li>Board of Directors and various functional committees</li></ul> <b>Resources</b> <ul style="list-style-type: none"><li>Legal Compliance Department.</li></ul> <b>Engagement Channels</b> <ul style="list-style-type: none"><li>Quarterly board meetings</li><li>Annual General Meeting</li><li>Regular meetings of various functional committees</li></ul> <b>Evaluation Mechanism</b> <ul style="list-style-type: none"><li>Internal control management operations</li></ul>	<ul style="list-style-type: none"><li>Increased the proportion of independent directors to one-half of all directors.</li><li>MediaTek was ranked in the top 5% of TWSE-listed companies for the fifth consecutive year in the 2024 Corporate Governance Evaluation.</li></ul>

Strategic Issue/ Short-Term Targets 1-3 years	Mid-to-Long-Term Targets 3-10 years	Management Approach	Progress and Results in 2024
<p><b>Information Security Management</b></p> <ul style="list-style-type: none"><li>Expand the scope of information security management to subsidiaries, to strengthen group-wide information security protection capabilities.</li><li>Incorporate AI application security issues into Information Security Committee's discussions, thus establishing an AI governance framework.</li><li>Promote a zero-trust architecture to reduce lateral movement risks.</li><li>Strengthen identity verification and access control for core information and communication systems, to ensure implementation of the least-privilege principle.</li><li>Amend new technology usage policies to ensure that employees' use of AI and cloud tools is in compliance with relevant regulations, contracts with clients, and PIM policies.</li><li>Continuously improve the quality of product security development processes by: 1) setting high bar of security quality for security critical modules; 2) conducting vulnerability analysis; and 3) implementing guided-coverage fuzz testing technology.</li><li>Leverage AI technologies to assist in product security analysis, review, and audit activities, enhancing execution efficiency and expanding the scope of assessments.</li><li>For automotive projects, execute ISO 21434 procedures according to customer requirements to obtain automotive product certification and comply with vehicle cybersecurity standards.</li><li>Establish the SBOM (Software Bill of Materials) management system and generation process to meet software supply chain security and compliance requirements.</li></ul>	<ul style="list-style-type: none"><li>Continuously integrated threat intelligence into the information security defense framework to enhance early warning and response capabilities for emerging information security threats.</li><li>Promote the application of AI technology in information security protection, thus improving the automation and accuracy of threat detection.</li><li>Establish an AI Agent audit mechanism to detect abnormal behavior for large language models and critical technology usage, thus enhancing the protection of important information.</li><li>Conduct penetration testing and reverse engineering analysis to validate and enhance product security.</li><li>Continuously strengthen the application of AI in product security development activities, including secure coding, threat analysis, fuzz testing, and automated security testing, to improve overall security protection capabilities.</li></ul>	<p><b>Responsible Unit</b></p> <ul style="list-style-type: none"><li>The Information Security Committee reviews the implementation of Information security, product security, and data security quarterly.</li></ul> <p><b>Resources</b></p> <ul style="list-style-type: none"><li>The Audit Department, Product Security Department, and Information Security Department invested approximately NT\$330 million in resources and allocated a total of about 280 personnel to information security management in 2024.</li></ul> <p><b>Engagement Channels</b></p> <ul style="list-style-type: none"><li>Information security: Provides CSIRT mailbox (<a href="mailto:csirt@mediatek.com">csirt@mediatek.com</a>) for employees to report internal information security issues.</li><li>Data security: Conducts Personal Information Management (PIM) awareness-raising campaigns for all employees to enhance information security awareness.</li><li>Subsidiary and supplier management: Holds annual supplier information security forums to communicate with manufacturing suppliers and subsidiaries on information security.</li><li>Product security: Provides PSIRT mailbox (<a href="mailto:security@mediatek.com">security@mediatek.com</a>) and a product security vulnerability bulletin board (<a href="#">link</a>) for customers and end-users to report product security issues and learn about fixed vulnerabilities and updates, thus enhancing product security and reliability.</li></ul> <p><b>Evaluation Mechanism</b></p> <ul style="list-style-type: none"><li>Rated "A" for information security maturity by third-party information security risk rating tools.</li><li>Integrated third-party threat intelligence for external risk assessment and management.</li><li>Regularly conducted red team exercises and computer security health checks, strengthened supplier information security management, and held supplier information security forums to enhance supplier information security protection capabilities.</li><li>Conducted quarterly product security audits for each product line to ensure effective implementation and continuous improvement.</li></ul>	<ul style="list-style-type: none"><li>Won the SGS IT Awards - Automotive Cybersecurity Management Excellence Award.</li><li>Ranked first in the 2024 TCSA Information Security Leadership Award (Manufacturing and Energy Industry Group) consecutively.</li><li>Became a member of the Forum of Incident Response and Security Teams (FIRST), to ensure timely access to threat intelligence.</li><li>Passed the External Service Operations Guidelines for Clients' Projects and revised the Outsourcing Operations Management Guidelines in 2024 to strengthen information security controls and privilege management for outsourced staff for clients' projects.</li><li>Established procedures in accordance with the "Automotive Cybersecurity Standard ISO/SAE 21434" and obtained process certification to meet the compliance needs of the automotive market and customers.</li></ul>
<p><b>Responsible Products and Energy Conservation &amp; Carbon Reduction</b></p> <ul style="list-style-type: none"><li>MediaTek aims to enhance product energy efficiency by consistently applying green design principles.</li><li>We continue to optimize the energy efficiency of our three new data centers and transfer servers from traditional server rooms to these new facilities.</li><li>We put simultaneous emphasis on corporate development and energy conservation &amp; carbon reduction and establishment of an optimized global management practice sharing platform to facilitate the sharing of the best energy-saving resources and methods adopted in offices all over the world.</li><li>By 2025, we plan to integrate immersion cooling technology into the operations of our next-generation data centers, while simultaneously phasing out traditional, energy-intensive server rooms.</li><li>We are implementing a carbon management system to assist with the consolidated company's greenhouse gas inventory and verification. This is scheduled to be completed by 2025, which is two years ahead of the schedule<sup>Note</sup> mandated by the competent authority, based on MediaTek's applicable timeline.</li></ul>	<ul style="list-style-type: none"><li>We aim for a cumulative electricity saving rate of over 10% for our entire data centers from 2024 to 2030.</li><li>We will continue to expand the scale of data centers with immersion cooling technology and seek opportunities to continuously optimize energy-saving effects.</li><li>All global offices will continue to implement energy conservation improvements based on shared examples of energy conservation improvement practices.</li><li>We will continue to conduct the consolidated company's greenhouse gas inventory and verification per year using the carbon management system.</li><li>We will formulate action plans and renewable energy procurement strategies with our suppliers to achieve a 25% reduction in greenhouse gas emissions by 2030 (compared to 2020 baseline).</li></ul>	<p><b>Responsible Unit</b></p> <ul style="list-style-type: none"><li>Unit in charge: Manufacturing Department</li><li>External responsibility: Cooperating suppliers</li></ul> <p><b>Resources</b></p> <ul style="list-style-type: none"><li>A total of 10 staff members in the Supply Chain Management Department and dispatch of sustainable development committee and Technology Department members to conduct on-site audits in line with actual needs.</li></ul> <p><b>Engagement Channels</b></p> <ul style="list-style-type: none"><li>Quarterly meetings with suppliers to facilitate exchange of opinions</li></ul> <p><b>Evaluation Mechanism</b></p> <ul style="list-style-type: none"><li>Supplier Code of Conduct Guarantee return rate (signed)</li><li>Supplier risk assessment</li><li>Supplier sustainability evaluation</li><li>Local Procurement</li></ul>	<ul style="list-style-type: none"><li>With respect to main products, the energy consumption rate decreased by 20%, and volume decreased by 5% in 2024 compared to 2023.</li><li>MediaTek encourages suppliers to establish continuous improvement project teams and engages with supply chain experts in energy and water conservation and circular economy. In 2024, a total of 28 carbon reduction-related continuous improvement projects were executed, with an estimated carbon reduction benefit of 40,372 tons CO<sub>2</sub>e per year.</li><li>We continuously optimize our data centers' energy efficiency indicator (Power Usage Effectiveness, PUE). Our three new energy-efficient data centers achieved an overall PUE of 1.33 in 2024, with energy efficiency improved by 17% compared to traditional server rooms.</li><li>We also completed the construction and grid connection of four rooftop solar power plants for self-use, with an installed capacity of 709 kW.</li></ul>

<sup>Note</sup>: Sustainable Development Roadmap for TWSE/TPEX Listed Companies promulgated by the competent authority

Strategic Issue/ Short-Term Targets 1-3 years	Mid-to-Long-Term Targets 3-10 years	Management Approach	Progress and Results in 2024
<p><b>Social Contribution and Value Creation</b></p> <p><b>Social Innovation</b></p> <ul style="list-style-type: none"><li>Organize campaigns as a platform for proposal presentation and refinement. We plan to offer training in technology, business models, and social impact assessment to 15 high-potential social innovation teams.</li><li>Organize cross-sector innovation workshops to promote the integration of emerging technologies with social issues, thus stimulating innovative solutions.</li><li>Host Demo Days for teams to showcase their achievements, bridge resources and development opportunities, and support 1-3 excellent projects toward practical implementation.</li></ul> <p><b>Solid Technological Foundation</b></p> <ul style="list-style-type: none"><li>Cultivate basic-level technology course teachers for elementary and secondary schools; plan to train approximately 60 STEM teachers annually to enhance their technological/scientific teaching capabilities.</li><li>Support 45 technology-related courses, camps, or research projects to boost students' inquiry and practical skills.</li><li>Establish 15 local science learning circles each year, in a "one school leads another" model, a locally operated support system that enables resource sharing and collaborative lesson preparation.</li><li>Address urban-rural disparities, to ensure that at least 30% guaranteed spots to support teacher capability enhancement in remote and disadvantaged areas.</li><li>The "Girls! TECH Action" initiative annually empowers 30 parent-child groups and over 40 female university students to explore the unlimited technology career opportunities, while expanding intergenerational exchange networks and increasing corporate employee participation to form a mentorship-like support network.</li></ul> <p><b>Talent Development</b></p> <ul style="list-style-type: none"><li>Support for academic research</li></ul> <p><b>Social Welfare and Engagement</b></p> <ul style="list-style-type: none"><li>Build a partner network, including internal corporate volunteers and external NGOs, to launch collaborative projects.</li><li>Promote a corporate employee volunteer culture, to encourage social participation.</li></ul>	<p><b>Social Innovation</b></p> <ul style="list-style-type: none"><li>Support the implementation of proposals and establish an impactful development blueprint; plan to support over 10 sustainably operating high-potential social innovation teams within five years.</li><li>Establish a regional social innovation network to connect over 20 enterprises, NGOs, impact investors, and public sector entities to facilitate resource connection and exchange.</li></ul> <p><b>Solid Technological Foundation</b></p> <ul style="list-style-type: none"><li>Assist elementary and secondary schools in establishing continuous technology application clubs or courses, aiming to support over 100 schools in offering continuous technology courses within five years.</li><li>Keep pace with the times to accelerate the adoption of emerging technologies (e.g., AI) in educational settings, thus improving teachers' administrative efficiency and teaching effectiveness.</li><li>Establish communities or exchange mechanisms to support 200 teachers in continuous professional development.</li><li>Conduct follow-up surveys, aiming for a 30% increase in teaching confidence among participating teachers and a 20% increase in campus support (including administrative and teaching aspects).</li><li>Publishes a research-based Girls! TECH Action whitepaper tailored to Taiwan's context, to enhance advocacy and share insights and findings with society, while providing feasible case studies for teachers and parents, increasing female participation in STEM fields, and promoting women's key roles in technology.</li></ul> <p><b>Talent Development</b></p> <ul style="list-style-type: none"><li>Jointly develop cutting-edge, innovative research</li></ul> <p><b>Social Welfare and Engagement</b></p> <ul style="list-style-type: none"><li>Enhance networks and strengthen local connections; plan to initiate value co-creation collaboration projects with 10 local organizations within five years.</li></ul>	<p><b>Responsible Unit</b></p> <ul style="list-style-type: none"><li>Social welfare projects: Planned by MediaTek Foundation Regular reporting to the board of directors</li><li>Industry-academia collaboration and cooperation with universities and professional R&amp;D institutions: The foresighted technology strategy platform is responsible for program review and revision and supervision of implementation</li></ul> <p><b>Resources</b></p> <ul style="list-style-type: none"><li>Expenditure: NT\$37.3 million, with NT\$36.81 million provided for organization of events and courses, grants/subsidies, and guidance services</li><li>Equipment/materials/goods donations: NT\$490,000 provided in form of equipment/material/goods donations</li><li>Human resources: 5 foundation staff, 82 volunteers, 16 course creators, 63 "Genius for Home" staff, 41 "GAI Promotion" staff, 46 "Girls! TECH Action" staff, and 11 "1+1 Science Circle" instructors, totaling 259 individuals.</li></ul> <p><b>Engagement Channels</b></p> <ul style="list-style-type: none"><li><a href="#">MediaTek Foundation website</a></li><li><a href="#">MediaTek Foundation Facebook</a></li><li>Tel. number: 886-3-567-0766</li><li>Workshop and competition website and customer service for selected "Genius for Home" teams</li><li>Online briefings for various programs</li></ul> <p><b>Evaluation Mechanism</b></p> <ul style="list-style-type: none"><li>Participant satisfaction surveys, impact outcome tracking, and disclosure.</li></ul>	<p><b>Social Innovation</b></p> <ul style="list-style-type: none"><li>Organizing social innovation campaigns, "Genius for home": 179 townships and districts were reached in Taiwan; 362 proposals were submitted, and 11 teams were supported in post-campaign implementation.</li><li>Adopted the MediaTek Assistants and bridged various resources in the social innovation field, to help social innovation teams efficiently solve social problems and reduce their costs.</li><li>Surveyed 124 shortlisted teams from the past six competitions with the results showing that over 36 teams are still operating and 23 registered as organizations (19 as companies and 4 as NPO).</li></ul> <p><b>Solid Technological Foundation</b></p> <ul style="list-style-type: none"><li>"STEM Course Maker" Program: Extended to include 42 elementary and middle schools all over Taiwan</li><li>100% of teachers who participated in the program saw an increase in their technological proficiency; 71.4% of the courses they developed strengthened the application of technology in life or industry in their courses; 89.3% of students demonstrated an enhanced ability or interest in using technology to solve problems. Offered AI training in the program to enhance teachers' knowledge and skills in using generative AI to improve teaching and administrative efficiency.</li><li>"1+1 Science Circle" Program: Established 15 local science learning circles, expanding to 15 elementary schools + 15 secondary schools across Taiwan.</li><li>"GAI Promotion" Program: Expanded to 101 elementary and secondary school classes across Taiwan.</li><li>"Girls! TECH Action" Program: Involved 31 groups of junior high to senior high school female students and their parents, along with subsequent school ambassador events.</li></ul> <p><b>Talent Development</b></p> <ul style="list-style-type: none"><li>Encouragement of R&amp;D - Support for three university-level R&amp;D centers</li><li>Formation of industry-academia alliances in line with government policies; injection of funding and teaching resources in for of industry instructors to support semiconductor college operations</li></ul> <p><b>Social Welfare and Engagement</b></p> <ul style="list-style-type: none"><li>Volunteer activities: The reading and writing program expanded to a total of 18 elementary and secondary schools.</li><li>"Sustainable Nanzhou" Project: Engaged approximately 2,165 teachers, students, and local residents in promoting local cultural preservation and artistic field in the Chaozhou and Nanzhou areas of Pingtung.</li></ul>