Environmental

MediaTek is a fabless semiconductor company that is focused on the design and development of leading technologies and IC products. All manufacturing, assembly, and testing processes are outsourced to external companies. As such, MediaTek focuses on environment-friendly product designs, procurement and management of suppliers, reduction of resource and wasted energy, and protection of employee health and safety.

For 2020

20,000 kWh Renewable-Energy & ZERO

Purchased 20 renewable-energy certificates (20,000 kWh), equivalent to reduction of 10 metric tons of CO2e emission.

Violations of environmental protection regulations (penalties)

Key Environmental Goals

GHG Emissions

Urge suppliers to jointly pledge for 2% annual reduction

Long-term: Conduct global carbon emissions verifications and risk assessments

Energy Saving

2020 Target Reduction: 11.6%
2020 Reduction: 11.7%
2021 Target Reduction: 14.2%

Environmental Certification

ISO 14001
External verification since 2006.

ISO 14064
Internal adoption since 2016, External verification completed in 2020.

ISO 50001
Plans to introduce ISO 50001 and external verification in 2021.

Water Conservation

2020 Reduction: 3.9%
2021 Target Reduction: 4.0%

GHG Emissions

MediaTek began conducting self-inventory in 2016 and have outsourced for external verification in 2020.

Current Status

Completed greenhouse gas emission verifications of all sites in Taiwan

Short and mid term

Expand greenhouse gas emissions verifications to buildings located in China

Long term

Conduct global carbon emissions verifications and risk assessments

Power Management and Conservation

Power Saving

In 2020, MediaTek attained an average rate of power saving of 11.7%, a number we aim to raise to 14.2% in 2021, on top of:

4% Cutting power consumption at data centers by 4% within 3 years

200,000 kWh Boosting annual output of solar power to 200,000 kWh

20,000 kWh Purchasing renewable energy certificates worth 20,000 kWh and joining a value-added project for EDU power Quality Label.
**Power Consumption & Conservation Items**

### Power usage and conservation record and forecast from 2018-2021

<table>
<thead>
<tr>
<th></th>
<th>2018 (Actual)</th>
<th>2019 (Actual)</th>
<th>2020 (Actual)</th>
<th>2021 (Forecast)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Power usage (Gj)</td>
<td>33,175</td>
<td>39,834</td>
<td>48,969</td>
<td>64,686</td>
</tr>
<tr>
<td>Conserved usage (Gj)</td>
<td>258,129</td>
<td>330,859</td>
<td>368,289</td>
<td></td>
</tr>
<tr>
<td>Power conservation</td>
<td>20.3</td>
<td>20.3</td>
<td>20.3</td>
<td></td>
</tr>
</tbody>
</table>

**Power Conservation Key Items**

<table>
<thead>
<tr>
<th>Item</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Density Energy Conserving Datacenters</td>
<td>1.45</td>
<td>20.3</td>
<td>20.3</td>
</tr>
<tr>
<td>Green Energy (solar power system)</td>
<td>N/A</td>
<td>0.14</td>
<td>0.2</td>
</tr>
<tr>
<td>Office AC Systems</td>
<td>3.09</td>
<td>4.1</td>
<td>4.38</td>
</tr>
<tr>
<td>Lighting Management</td>
<td>0.98</td>
<td>1.5</td>
<td>1.96</td>
</tr>
<tr>
<td>Equipment Improvement and Systematic Management</td>
<td>1.13</td>
<td>1.4</td>
<td>1.48</td>
</tr>
</tbody>
</table>

Note: The table shows the conserved usage by each key items.

**Our three highlights for 2020 were focused on energy management and conservation**

### Highlight 1: Enhanced efficiency: High-density energy-efficient data centers

Successfully completed conversion to a new-generation of energy-efficient, high-density data centers that have become a core functional support behind our technology development.

#### Increased usage efficiency 15% Data center Conservation 20.3 million kWh

### Highlight 2: Innovative application: Smart, energy-efficient IoT platforms applied to meeting rooms

Smart devices that use MediaTek highly power efficient IoT ICs automatically switch off lighting and AC systems to reduce energy waste and detect conference room conditions to optimize usage.

#### Conference Rooms 100+ Saved Daily 3 kWh Annual Savings 564 kWh
Highlight 3: MediaTek’s solar power system

We took advantage of our roof-top space at the headquarter to install solar energy generation facilities, in an effort to offset our grid-provided power and move towards a carbon-neutral operation and to lower energy expenditure. This marks the first privately installed solar energy conversion system in Hsinchu Science Park that connects to Taipower’s power grid.

Green Design

Since MediaTek’s chipsets power a variety of end devices, we include environmental considerations at all stages in the design. Environmentally conscious designs are implemented in products through energy-efficient production processes and use of non-toxic materials. MediaTek products all comply with ROHS and WEEE regulations and do not use prohibited substances. We aim to reduce environmental impact by:

Minimizing Power Consumption

We have lowered 11% of power consumption of end devices powered by MediaTek in 2020. Based on the shipment volume of the year, we contributed to the energy conservation of devices powered by our products by **294 million kWh** of electricity per year, the equivalent of **155,526 tCO₂e emissions**, the carbon storage capacity of 255,269 acres of US forests in a year, or **25,090 American homes’ energy use for one year**.

Minimizing Physical Size

Minimization of chip designs: We have reduced the size of our IC products by 11% in 2020, equivalent to **21,890 kg** of waste, or **45 tCO₂e emissions**.

Minimization of chip designs: We have reduced the size of our IC products by 11% in 2020, equivalent to **21,890 kg** of waste, or **45 tCO₂e emissions**.

Power Consumption and Chip Size

(normalized to 2016 value)
MediaTek has a strict process for selecting collaborating companies for waste removal and reuse, and we conduct non-periodic audits on the legal compliance of waste disposal as part of our monitoring responsibilities. Waste recycling rate reached 29% in 2020. In cooperation with the local Bureau of Environmental Protection, Mediatek became the first in Hsinchu Science Park to install recycle machines and offered peer companies results of the trial run for reference.

**Waste Management**

MediaTek became the first in Hsinchu Science Park to install recycle machines.

MediaTek has a strict process for selecting collaborating companies for waste removal and reuse, and we conduct non-periodic audits on the legal compliance of waste disposal as part of our monitoring responsibilities. Waste recycling rate reached 29% in 2020. In cooperation with the local Bureau of Environmental Protection, Mediatek became the first in Hsinchu Science Park to install recycle machines and offered peer companies results of the trial run for reference.

**Supply Chain Management**

As fabless IC design house, MediaTek’s top priority is to work with our suppliers to decrease potential impacts on the environment and society. We ensure responsible supply chain management by reducing our environmental impact where possible, encouraging suppliers to work together on issues relating to climate change.

We select our suppliers based on the 3 ESG aspects, confirming management policies and organizational structures of our suppliers, conducting on-site and written audits each year/month, organizing relevant training and improvement meetings, and hosting supplier forums to provide awards and generate encouragement for our top suppliers.
Comprehensive Implementation of Supplier Assessment Policies to Promote Sustainable Supply Chains

Overview of MediaTek's supply chain management tools

- **Established Management Standards**
  - Supplier risk evaluation standards and sustainable audit standards
- **MediaTek Supplier Code Of Conduct**
  - Integrated guidelines and declarations of Responsible Business Alliance Code of Conduct, International Labor Office Tripartite Declaration of Principles, and UN Universal Declaration of Human Rights
- **Regular Audits**
  - Through RBA online management system, SAQ, and written and on-site audits
- **Conflict Minerals**
  - Ensure that minerals used by suppliers are not sourced from conflict areas

1 MediaTek Supplier Code of Conduct

- **Supplier Code of Conduct**
  - Management systems
  - Business ethics
  - Labor and human rights
  - Environmental protection
  - Health and safety

2 Established Management Standards and Regular Audits

**RISK ASSESSMENT**

- High Risk
- On-Site or Paper AUDITING
- **FAIL** Transaction scaled down or even terminated
- **PASS** Resume transactions

**Supplier Certification Assessment**

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Evaluation criteria</th>
<th>Completion (%)</th>
<th>Compliance (%)</th>
<th>Overall achievement (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Economic assessment</strong></td>
<td>ISO 9001 Quality Management System</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>IATF 16949 Automobile Industry Quality Management</td>
<td>100</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td><strong>Environmental assessment</strong></td>
<td>ISO 14001 Environmental Management System</td>
<td>100</td>
<td>100</td>
<td>98</td>
</tr>
<tr>
<td></td>
<td>Sony Green Partner / QC 080000 HSPM</td>
<td>100</td>
<td>97</td>
<td></td>
</tr>
<tr>
<td><strong>Social assessment</strong></td>
<td>ISO 45001 Occupational Health and Safety Management</td>
<td>100</td>
<td>81</td>
<td>85</td>
</tr>
<tr>
<td></td>
<td>RBA / SA 8000 Social Responsibility Management</td>
<td>100</td>
<td>90</td>
<td></td>
</tr>
</tbody>
</table>

Note 1: Risk level: Low risk (X > 60%) Medium risk (60 > X > 30%) High risk (X < 30%)
Note 2: For suppliers without standard certificates, paper audits were conducted and self-check on unsatisfactory items were requested. Completion rate of the audit was 100% in 2020.
3 Conflict Minerals

Since 2011, MediaTek has been conducting conflict mineral inspections and require suppliers to provide “Declaration of non-conflict mineral usage” in accordance with the Conflict-Free Smelter Program (CFSP), RBA, and Global e-Sustainability Initiative (GeSI) regulations. In 2018 also began using CRT to conduct cobalt inspections.

4 Local Procurement

MediaTek upholds the principle of local procurement, in order to provide opportunities for local residents and decrease carbon emissions due to reduced material transportation distances. Procurement value in Taiwan exceeds 150 billion NTD a year, accounting for vast majority of the company’s procurement of both raw materials and common goods.

71% Local raw-material procurement and testing

77% Local general procurement

5 MediaTek’s Influence: supplier forums, RBA online courses, supplier conferences

SDG12 Responsible Consumption and Production

Concept

Ensure sustainable consumption and production models, with MediaTek acting as an enabler to align the entire supply chain with sustainable management trends concerning the environment and occupational health & safety

Action

Host regular Supplier Forums that
• Invite suppliers that excel on sustainability inspections to share their achievements and experiences in promoting energy conservation, carbon emissions reduction, water conservation, and the management of chemicals and waste products
• Share MediaTek's experiences in promoting occupational health and safety
• Invitate industry speakers to host lectures and training sessions for suppliers

Targets

• Strengthen occupational health and safety management capabilities of supply chain partners to reduce risks
• Promote supplier interactions to enhance overall industry competitiveness
• Establish domestic and international support activities pertaining to sustainable supply chain development

Climate Action

Concept

Serve a leading role in the semi-conductor industry in developing strategies for climate action, in response to international and national environmental actions and carbon reduction policies; proactively reducing greenhouse gas emissions, promoting the use of renewable energy, and increasing international participation

Action

Climate strategy
• Evaluate the risks and opportunities faced by MediaTek in response to climate change, including disaster prevention and adjustment capabilities (Please refer to 5.2 Climate-Related Risk Management)
• Progress towards carbon-zero productivity in each business / functional unit
• Gradually adopt renewable energy (Please refer to 5.3.2 Resource Management)

Targets

• Establish a climate change risk database for the IC industry to compile related risks and opportunities and guide future direction of industry climate strategy
• Promote low-carbon manufacturing in the supply chain and set the common goal of cutting 2% greenhouse-gas intensity every year
Social

MediaTek provides an environment of diversity and inclusiveness to attract global talent, with opportunities for them to unleash their potential and grow with the company. We aspire to be involved through our core capabilities to promote technology education and innovative technological applications, empowering innovation and local implementation.

Workplace Health and Safety

MediaTek values employee experiences and strives to help each employee enjoy their work. We provide benefits that exceed legal compliance requirements and aim to take care of the physical and mental health, and the work-life balance.

Epidemic Prevention, Control and Management

To safeguard employees’ health from COVID-19, MediaTek formulated Regulations for Epidemic Prevention, Control and Management. As early as February 2020, we established an Epidemic Command Center (ECC) headed by the President in response to the COVID-19 pandemic. The ECC convened once or twice weekly to have a firm grip on the latest epidemic status as a basis for subsequent response planning. MediaTek adopted a 4-phase approach in response, making adjustments according to local regulations and conditions.

Employee Structure and Diversity

Global, Diverse, and Inclusive Workforce

As research and development is a core requirement, MediaTek is driven by a need to seek out leading technical talent globally. Full-time employees account for 92% of the workforce, including disabled people (71 in 2020), offering them fair job opportunities. In order to effectively leverage our global R&D capabilities, MediaTek has established 27 sites around the world, and hope to increase the timeliness of product development and technical support through exchanges and collaboration between our global employees.

### Geographic Distribution

<table>
<thead>
<tr>
<th>Area</th>
<th>Number of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Taiwan</td>
<td>10,023</td>
</tr>
<tr>
<td>Asia (excl. Taiwan)</td>
<td>5,248</td>
</tr>
<tr>
<td>North America</td>
<td>409</td>
</tr>
<tr>
<td>Europe</td>
<td>285</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>15,965</strong></td>
</tr>
</tbody>
</table>

### Type of Employment

<table>
<thead>
<tr>
<th>Type of employment</th>
<th>Male</th>
<th>Female</th>
<th>Subtotal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>12,619</td>
<td>3,273</td>
<td>15,892</td>
</tr>
<tr>
<td>Part-time</td>
<td>32</td>
<td>41</td>
<td>73</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>12,651</td>
<td>3,314</td>
<td>15,965</td>
</tr>
</tbody>
</table>

### Distribution of Gender by Levels

- **Top managers**: 46 (96%), 2 (4%)
- **Middle managers**: 380 (90%), 43 (10%)
- **Line managers**: 1,151 (89%), 146 (11%)
- **Rank-and-life employees**: 11,074 (78%), 3,123 (22%)

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

(Note) The above information includes employee numbers from MediaTek and its subsidiaries (including MStar and Nephos that joined in 2019), but does not include employees at independently operating subsidiaries (Airoha and Richtek).

(Note) The above information was retrieved on December 31, 2020.

### Proportion of women

- 2018: 19.5%
- 2019: 18.8%
- 2020: 20.8%

**Females in R&D / technical departments**

Higher than 13-15% of female graduates from relevant degrees.
New Hires and Turnover Rate

To continue the optimization of MediaTek’s talent structure, we not only focus on indicators for new hires and employee turnover, but also pay close attention to the number of applications per job, offer-to-acceptance rates, and development and retention of new hires. We hope we can continue to attract the best individuals to work at MediaTek from a highly competitive talent market, by adopting methods such as our Care System for new hires and exit interviews.

According to 2020 statistics of the Taiwan Stock Exchange, MediaTek’s employees received pays among the leading group of the local semiconductor industry listed on the TWSE and OTC markets in 2019, with average cost of employee remuneration, average salary and median salary of full-time non-managerial employees.

Employee Renumeration

According to 2020 statistics of the Taiwan Stock Exchange, MediaTek’s employees received pays among the leading group of the local semiconductor industry listed on the TWSE and OTC markets in 2019, with average cost of employee remuneration, average salary and median salary of full-time non-managerial employees.

Average and Median Salaries for Full-Time Non-Managerial in Taiwan in 2019 and 2020

<table>
<thead>
<tr>
<th>Item</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average salaries for full-time non-managerial staff</td>
<td>2,705</td>
<td>2,647</td>
<td>3,089</td>
</tr>
<tr>
<td>Median of full-time non-managerial staff salaries</td>
<td>2,422</td>
<td>2,339</td>
<td>2,641</td>
</tr>
</tbody>
</table>

MediaTek In-House Preschool

- Occupying 600 pings (one ping equals 36 square feet) in space, it is the largest such facility in Hsinchu Science Park.
- It offers extended child care, free of charge, until 8:00 p.m., for employees, when they are at work.
- The facility was disinfected with ultraviolet germicidal lamp every night, to uphold children’s health.
- It complies with legal requirement in teacher-student ratio and hardware/software, boasting innovative teaching methods, integrating game and learning, to help children explore the worlds of science and art.

Adaptive teaching methods and comprehensive programs

In 2020, a charity event was held in conjunction to life education, wherein students donated receipts collected in their daily lives in exchange for handiwork and snacks peers made. Nearly 3,000 receipts were donated to support the occupational training of those with intellectual development disorder.
A company’s sustainable operation and growth hinges on exercise of employees’ professional and management talent to the fullest. We aim to become a global semiconductor leading firm in technology and operation, via a training and development mechanism for employees at various levels. In 2020, we invested an average of NTD 3,811 per employee, which is more than NTD 2,546 invested in the previous year.

<table>
<thead>
<tr>
<th></th>
<th>Total hours</th>
<th>Total attendees</th>
<th>Average hours</th>
<th>Average cost/person (NTD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers</td>
<td>15,191</td>
<td>2,111</td>
<td>7.2</td>
<td>3,811</td>
</tr>
<tr>
<td>Non-managerial staff</td>
<td>71,220</td>
<td>5,261</td>
<td>13.5</td>
<td></td>
</tr>
<tr>
<td>All Employees</td>
<td>86,411</td>
<td>7,372</td>
<td>11.7</td>
<td></td>
</tr>
</tbody>
</table>

**Managerial level training**

Considering development goals from different angles, we offer complete talent-cultivation program, to assure the strength of high-quality talent pool and consolidate the leadership and management capability of management at various levels. And faced with an uncertain external environment and challenges for future development, the Company reviewed and revised relevant leadership capabilities and concrete behavioral guidelines for managers at different levels, thereby planning flow and system for the cultivation and development of leadership capabilities to sustain the company’s future growth.
Governance

MediaTek has adopted sound corporate governance practices to reflect our strong commitment to protecting stakeholder interests. We believe that integrity can create a sustainable foundation for development and earn the trust of our stakeholders.

MediaTek passed a "Board Diversity Policy" aiming to elect Board members with diversified backgrounds, experience and perspectives. In 2020, the members of the board of directors include relevant professional backgrounds in science and technology, finance and economics.

Due to our continuing efforts to enhance corporate governance, MediaTek advanced to top 5% of listed companies (the first tier) in 2020 Corporate Governance Evaluation.

MediaTek also established a Merger & Acquisition (M&A) Strategy Committee under the Board to create a more effective decision-making process in such matters.

Instituted the Risk Management Committee by a resolution of the Board in July, 2020, kicked off risk identification and response, and scheduled to report progress to the Board in July, 2021.

Established Information Security Committee, Proprietary Information Management Committee, and Product Security Committee and formulated information security policy and regulations, defining roles and responsibilities to ensure thorough enforcement; introduced the more advanced Red Team operations in 2020 to discover and fix vulnerabilities in the information system as much as possible.

Organizational Structure

MediaTek has always conducted corporate governance affairs in compliance with all applicable laws. The Board of Directors, the highest governing body of corporate governance at MediaTek, has identified sustainable development as its highest guiding principle. MediaTek has shown a strong commitment by enforcing important corporate governance practices, including protection of shareholder interests, equitable and fair treatment to shareholders, consolidation of the Board structure and its operation, enhancement of information transparency, and performance of corporate social responsibilities.
The Board of Directors is currently composed of 9 directors (including 3 independent directors).

The Board meets at least once each quarter; it convened 6 times in 2020 with 98% attendance.

<table>
<thead>
<tr>
<th>Title</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman</td>
<td>Ming-Kai Tsai</td>
</tr>
<tr>
<td>Vice Chairman</td>
<td>Ching-Jiang Hsieh</td>
</tr>
<tr>
<td>Director and CEO</td>
<td>Lih-Shyng Tsai</td>
</tr>
<tr>
<td>Director</td>
<td>Cheng-Yaw Sun</td>
</tr>
<tr>
<td>Director</td>
<td>Kenneth Kin</td>
</tr>
<tr>
<td>Director</td>
<td>Gon-Wei Liang</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title</th>
<th>Name</th>
<th>Audit Committee</th>
<th>Remuneration Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent Director</td>
<td>Chung-Yu Wu</td>
<td>Convener</td>
<td>Member</td>
</tr>
<tr>
<td>Independent Director</td>
<td>Peng-Heng Chang</td>
<td>Member</td>
<td>Convener</td>
</tr>
<tr>
<td>Independent Director</td>
<td>Ming-Je Tang</td>
<td>Member</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Note: The board of directors has been re-elected on July 5, 2021. Directors Ching-Jiang Hsieh and Gon-Wei Liang have stepped down, and Joe Chen has been appointed as the new director and president.

Functional Committees

Audit Committee - 3 independent directors

The audit committee supervises the adequate presentation of our financial statements, the selection and discharge of the CPA, the independence and performance, the effective implementation of our internal control, compliance with relevant laws and regulations, and the control mechanism for existing or potential risk. The Audit Committee meets at least once each quarter, and otherwise as necessary.

The Audit Committee convened a total of 6 times with 100% attendance in 2020.

<table>
<thead>
<tr>
<th>Title</th>
<th>Name</th>
<th>Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Convener</td>
<td>Chung-Yu Wu</td>
<td>100%</td>
</tr>
<tr>
<td>Member</td>
<td>Peng-Heng Chang</td>
<td>100%</td>
</tr>
<tr>
<td>Member</td>
<td>Ming-Je Tang</td>
<td>100%</td>
</tr>
</tbody>
</table>

Remuneration Committee - 2 independent directors and 1 independent external expert

The Remuneration Committee aims at establishing and regularly reviewing the performance evaluation procedure for directors and managers as well as establishing compensation policy, system, standard and structure and regularly reviewing the compensation of directors and managers. The Remuneration Committee meets at least once per year.

The Remuneration Committee convened 2 times with 100% attendance in 2020.

<table>
<thead>
<tr>
<th>Title</th>
<th>Name</th>
<th>Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Convener</td>
<td>Peng-Heng Chang</td>
<td>100%</td>
</tr>
<tr>
<td>Member</td>
<td>Chung-Yu Wu</td>
<td>100%</td>
</tr>
<tr>
<td>Member</td>
<td>Ji-Ren Lee</td>
<td>100%</td>
</tr>
</tbody>
</table>

CSR Committee – CEO, Senior Executives from various units

The CEO serves as the Chair of the Committee and is responsible for convening the senior executives from various units, including marketing, R&D, sales, HR, process technology & manufacturing operations, legal, finance, and auditing units, as well as the MediaTek Foundation to assume the Committee members. The CSR Committee meets twice a year; with status updates to the Board annually.
MediaTek periodically provides internal training courses covering topics of Proprietary Information Management (PIM), and prevention of trade secret violations among others, thereby strengthening employee’s awareness of ethical management and enhancing our corporate governance. In legal compliance, MediaTek follows domestic and international policies and laws that may potentially impact our business and financial operations, updating internal rules accordingly. In turn, the Audit Division reviews and examines the enforcement status of legal compliance. We have established a Whistleblowing System, with dedicated reporting channels and procedures for investigation, to enforce the principles of ethical management as regulated in the Ethical Corporate Management Best Practice Principles and Code of Business Conduct.

MediaTek adopts a zero-tolerance policy for corruption and bribery, unfair competition, intellectual property infringements, and insider trading. Any violator of the Code of Business Conduct or relevant internal rules discovered by the Whistleblowing System and other law enforcement mechanisms will be severely punished to the full extent of our policies and the law, and the internal auditing will also investigate, record, and feedback upon the violation to protect our reputation and ethical values.

MediaTek published a Whistleblowing Policy in 2020 to enhance corporate governance. During the investigation, the identity of the whistleblower would be kept confidential, and each cases would be independently handled.

If our employees discover any irregularities against the Ethical Corporate Management Best Practice Principles or the internal rules, they are allowed to report anonymously either to their direct supervisor or the auditing office. MediaTek treats any whistleblowing complaint and investigation in a confidential and sensitive manner, thus the whistleblower’s personal information will be kept confidential, and the senior manager will personally administer the complaint.

**How to whistleblow**

886-3-603-0011 (Audit Division Manager)
effects.reporting@endiatek.com (Automatically transfer to the Audit Division Manager)

**MediaTek Audit Division Manager, No. 1, Dusing 1st Rd.,
Hsinchu Science Park, Hsinchu City 30078, Taiwan**

**Risk Management**

**Business Continuity Management Committee**

Chairman: VP of Operations Management

Duties:
- Appoint risk management tasks and responsibilities for all units.
- Formulate response measures for operational disruptions.
- List potential risks.
- Evaluate impacts of every risk.
- Identify the most impactful internal and external issues.
- Classify and report to management based on impact levels.

**Social Risk Management**

- Assessed risks to employees’ human rights
- Ensured conformance of labor policy to domestic and foreign human-rights conventions and to legal requirement of host governments.
- Instituted the Risk Management Committee by a resolution of the Board in July, 2020, kicked off risk identification and response, and scheduled to report progress to the Board in July, 2021.

**Environmental Risk Management**

- Formulated environmental management policies and occupational health and safety management policies.
- Conducted annual review on climate change issues.
- Revised environmental protection measures according to international trends, operational needs, and government policies.

**Governance Risk Management**

- Instituted emergency prevention and response, incident (injury) investigation, and disaster recovery procedures; established an Epidemic Command Center led by the President at the early stage of COVID-19 development, convening once or twice a week to combat the pandemic and communicating with employees at least once a week.
- Formulated response procedures for emergency at production sites against supply-chain risks.
- Managed currency fluctuations with forward exchange contracts.
- Coped with interest rate changes with effective forecast via sensitivity analysis of interest-rate risk.
- Established Information Security Committee, Proprietary Information Management Committee, and Product Security Committee and formulated information security policy and regulations, defining roles and responsibilities to ensure thorough enforcement; introduced the more advanced Red Team operations in 2020 to discover and fix vulnerabilities in the information system as much as possible.