



# Annual Report 2024

**MEDIATEK**

Stock code : 2454 Date : February 28, 2025

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Annual Report website of MediaTek Inc. : <https://corp.mediatek.com/investor-relations/financial-information/annual-reports>

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# I. Letter to Shareholders

Dear Shareholders:

In recent years, the global semiconductor industry has experienced rapid changes due to shifts in the global economic environment and adjustments in customer inventory strategies. In 2024, after stringent inventory control, customer inventories returned to relatively healthy levels, and gradual improvements in end-market demand further drove customer inventory replenishment. Meanwhile, due to the increase in adoption of technologies such as high-performance computing and generative AI, advancements in technology and product upgrades have continued to drive robust industry growth. In 2024, MediaTek leveraged its leading technology and product portfolio to fully capture market demand, achieving a year-on-year revenue growth of 22.4% to NT\$530.6 billion, with a gross margin increase of 1.8 percentage points to 49.6%, an operating profit margin increase of 2.7 percentage points to 19.3%, and earnings per share of NT\$66.92, a growth of 38% year-on-year. With the concerted efforts of all employees, MediaTek achieved remarkable results in 2024, demonstrating a solid market position and superior competitiveness.

In Mobile Phone, MediaTek maintained a leading global market share in 2024. In addition to continuously leveraging its technology advantages to support customer demand across various price segments, MediaTek launched the new flagship 5G Agentic AI chip – Dimensity 9400. The Dimensity 9400 continues the all-big-core CPU design, combined with advanced GPU and NPU, showcasing exceptional performance and power efficiency. It integrates MediaTek's Dimensity Agentic AI engine, upgrading traditional AI applications to Agentic AI applications with reasoning capabilities, accelerating the formation of a richer AI ecosystem. Flagship smartphones adopting the Dimensity 9400 have been well-received in the market, driving MediaTek's overall flagship revenue to double, contributing over \$2 billion in revenue in 2024. In Smart Edge Platforms, various end products continued technology upgrades. For example, connectivity technologies advanced to Wi-Fi 7, 5G, and 10GPON, and computing performance of devices such as tablets and Chromebooks continued to improve. In connectivity, MediaTek actively and strategically participated in standard setting and successfully expanded its comprehensive product portfolio to global operators, with market share continuing to increase in 2024. In tablet, the demand for generative AI continued to drive revenue contribution from high-end chips. In ASIC, MediaTek focused on the rapidly growing AI data center market opportunities through its superior SerDes IP, high-end chip design capabilities, close cooperation with the supply chain, and flexible business models, showcasing the advanced co-packaged optics (CPO) and 224G SerDes technologies required for next-generation data center AI chips. In automotive, MediaTek's products include cockpit, telematics, and power management IC, which were adopted by several automakers in 2024. In Power Management IC, MediaTek continued to expand into new application areas, realizing broader technology value.

Looking ahead, the trend of ubiquitous AI will continue to drive market opportunities, and MediaTek is well-positioned in both edge computing and cloud computing. In edge computing, MediaTek continues to collaborate with global customers through its series of edge computing chips that combine powerful CPUs, GPUs, and NPUs, and a industry-leading product roadmap. In cloud computing, MediaTek continues to develop advanced AI accelerators and actively collaborates with supply chain partners to enhance advanced process and packaging capabilities, providing customers with leading solutions. MediaTek will seize the AI trend through continuous technology breakthroughs and product innovations, driving steady growth in the market.



MediaTek continues to make progress in corporate governance, social inclusion, and environmental sustainability, receiving recognition from authoritative organizations both domestically and internationally. MediaTek was not only recognized as the fastest-growing company in Interbrand's "Best Taiwan Global Brands" but also listed in Newsweek's "World's Most Trustworthy Companies 2024" and Forbes' "World's Best Employers 2024". Additionally, MediaTek was listed in Business Weekly's "Top 100 Carbon Competitiveness" and received the TCSA "Top 10 Corporate Sustainability Awards" and CommonWealth Magazine's "Talent for a Better Future Award" in the large manufacturing category, ranking third.

In corporate governance, MediaTek continued to strengthen the diversity and independence of the Board of Directors and has been ranked in the top 5% of listed companies in the Corporate Governance Evaluation for four consecutive years. Additionally, through the MediaTek Foundation, MediaTek promotes social inclusion, collaborating with supply chain partners for local innovation, encouraging over 100 middle and elementary school teachers to start STEM courses, and establish practical experience exchanges in AI teaching. In environmental sustainability, MediaTek constructed internal and external greenhouse gas inventory systems, completed Scope 3 greenhouse gas inventory, and completed renewable energy purchase agreements and the installation of solar photovoltaic on the roofs of its own office buildings in the Hsinchu Science Park, aiming to use 100% renewable energy in all MediaTek offices by 2030 and to reach net zero emissions by 2050.

In terms of shareholder returns, MediaTek distributes cash dividends semi-annually, with a total cash dividend of NT\$55 per share paid in 2024, continuously sharing its operational results with shareholders and striving to enhance shareholder value. MediaTek will continue to establish close partnerships with the global semiconductor supply chain, accumulate technology capabilities, drive innovation, and provide leading solutions to serve customers, jointly achieving higher operational milestones with shareholders and realizing greater growth and success. Finally, we would like to extend our sincere appreciation to all of our shareholders for your long-term trust and continuous support.

Chairman: Ming-Kai Tsai

CEO: Rick Tsai

## II. Corporate Governance

### 1. Directors

#### 1.1. Information Regarding Board Members

As of February 28, 2025; Unit: shares

Title/Name	Nationality or Registry	Gender Age	Date Elected	Term Until	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Selected Education & Experiences	Current Positions at the Company and Other Companies
						Shares	%	Shares	%	Shares	%	Shares	%		
<b>Chairman Ming-Kai Tsai</b>	R.O.C	Male 71-75	May 27,2024	May 26,2027	May 21,1997	41,663,806	2.61 %	41,762,392	2.61 %	39,417,145	2.46 %	-	-	- Master, Electrical Engineering, University of Cincinnati, USA - President of the 2nd Business Group, UMC	- Chairman and Director, MediaTek affiliates.
<b>Vice Chairman and CEO Rick Tsai (Lih-Shyng Tsai)</b>	R.O.C	Male 71-75	May 27,2024	May 26,2027	June 15,2017	738,508	0.05 %	837,094	0.05 %	-	-	-	-	- Ph.D., Material Science and Engineering, Cornell University, USA - Chairman & CEO, Chunghwa Telecom Co., Ltd - President & CEO, TSMC	- CEO, MediaTek Inc. - Chairman, MediaTek affiliates.
<b>Director &amp; President &amp; COO Joe Chen</b>	R.O.C	Male 51-55	May 27,2024	May 26,2027	July 05,2021	656,581	0.04 %	727,827	0.05 %	30,414	0.00 %	-	-	- Master, Electronics Engineering, National Chiao Tung University - Engineer, SiS Corp.	- President & COO, MediaTek Inc.
<b>Director Cheng-Yaw Sun</b>	R.O.C	Male 66-70	May 27,2024	May 26,2027	June 13,2012	29,244	0.00 %	29,244	0.00 %	-	-	-	-	- B.S., Chung Yuan Christian University of Taiwan - Managing Director, HP China	None.
<b>Independent Director Chung-Yu Wu</b>	R.O.C	Male 71-75	May 27,2024	May 26,2027	June 13,2012	236,000	0.01 %	236,000	0.01 %	412,118	0.03 %	-	-	- Ph.D., Electronics Engineering, National Chiao Tung University - President, National Chiao Tung University	- Chairman/CTO, A-Neuron Electronic Corp. - Emeritus Professor, National Yang Ming Chiao Tung University - Independent Director, Leadtrend Technology Corporation - Independent Director, Powerchip Semiconductor Manufacturing Corporation - Representative of Juristic Person Director, Amazing Microelectronic Corp.
<b>Independent Director Peng-Heng Chang</b>	R.O.C / U.S.A	Male 71-75	May 27,2024	May 26,2027	June 13,2012	-	-	-	-	-	-	-	-	- Ph.D., Materials Engineering, Purdue University, USA - VP, Human Resources/Material Management & Risk Management, TSMC - Chairman, Motech Industries, Inc.	-Director, BIG SUN Energy Technology INC. - Chairman, Chi-Kuang Solar Energy Corp. - Chairman, Rueil-Rih Solar Corp. - Independent Director, VisEra Technology Company Ltd. - Chairman, Love and Joy Co., Ltd. - Representative of Juristic Person Director, Rueil-Huel Solar Corp.

Title/Name	Nationality or Registry	Gender Age	Date Elected	Term Until	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Selected Education & Experiences	Current Positions at the Company and Other Companies
						Shares	%	Shares	%	Shares	%	Shares	%		
<b>Independent Director Syaru Shirley Lin</b>	R.O.C	Female 56-60	May 27,2024	May 26,2027	May 31,2023	-	-	-	-	-	-	-	-	-Bachelor (cum laude), Harvard University - Master (with distinction), International Public Affairs, University of Hong Kong - Ph.D., Politics and Public Administration, University of Hong Kong - Managing director, Partner, Goldman Sachs & Co	- Research Professor, White Burkett Miller Center of Public Affairs, University of Virginia - Chairman, Center for AsiaPacific Resilience and Innovation - Adjunct Professor, Chinese University of Hong Kong - Nonresident Senior Fellow, Brookings Institution - Independent Director, TE Connectivity Ltd. - Independent Director, Goldman Sachs Asia Bank Limited (Hong Kong) - Independent Director, Langham Hospitality Investments Limited (Hong Kong)
<b>Independent Director Yao-Wen Chang</b>	R.O.C	Male 56-60	May 27,2024	May 26,2027	May 27,2024	-	-	-	-	-	-	-	-	- Ph.D., Department of Computer Sciences, The University of Texas at Austin, USA - B.S., Department of Computer Sciences and Information Engineering, National Taiwan University - Dean, College of Electrical Engineering and Computer Science, National Taiwan University - Director, Center for Information and Electronics Technologies, National Taiwan University - IEEE CEDA President - ACM Fellow/IEEE Fellow	- Distinguished Professor, Department of Electrical Engineering & Graduate Institute of Electronics Engineering, National Taiwan University



## 1.2. Professional Qualifications and Independence Analysis of Directors

	Professional Qualifications and Experiences	Independence Analysis	Number of Companies Concurrently Serve as An Independent Director
<b>Ming-Kai Tsai</b>	- Please refer to “1.1 Information Regarding Board Members” in the annual report or professional qualifications and experiences of the Directors. - None of the Directors is under any of the circumstances in Article 30 of the Company Act.	Not applicable.	None
<b>Rick Tsai (Lih-Shyng Tsai)</b>			None
<b>Joe Chen</b>			None
<b>Cheng-Yaw Sun</b>			None
<b>Chung-Yu Wu</b>	- Please refer to “1.1 Information Regarding Board Members” in the annual report or professional qualifications and experiences of the Independent Directors. - None of the Independent Directors is under any of the circumstances in Article 30 of the Company Act.	According to the Company’s Articles of Incorporation and relevant securities regulations, independent directors are nominated through a candidate nomination system and must meet independence requirement. The nomination and selection of the Company’s independent directors are conducted in accordance with relevant securities regulations. The Company’s independent directors have met the independence requirements stipulated in Article 14-2 of the Securities and Exchange Act and the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” (Note) for the two years prior to their appointment and during their tenure.	2
<b>Peng-Heng Chang</b>			1
<b>Syaru Shirley Lin</b>			0
<b>Yao-Wen Chang</b>			0

Note:

1. Not a government agency, juristic person, or its representative regulated by Article 27 of the Company Act.
2. Not concurrently serving as an independent director of more than three other public companies.
3. No occurrence of the following in the two years prior to and during the term of office:
  - (1) An employee of the Company or any of its affiliates.
  - (2) A director or supervisor of the Company or any of its affiliates.
  - (3) A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or any natural-person shareholder who directly or indirectly holds 1% or more of the total number of issued shares of the Company or is among the top 10 shareholders.
  - (4) A spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship of the individuals listed in (1), (2), or (3).
  - (5) A director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the total number of issued shares of the Company, or among the top 5 shareholders, or have designated a representative to serve as a director or supervisor of the Company according to Article 27, paragraph 1 or 2 of the Company Act.
  - (6) A director, supervisor, or employee of another company in which the same person controlling a majority of the Company's Board seats or voting shares also holds control.
  - (7) Director/trustee, supervisor/commissioner, or officer/employee of another company or institution if the chairperson, general manager, or equivalent officer of the Company is the same person as, or the spouse of, their counterpart in that other entity.
  - (8) Director/trustee, supervisor/commissioner, officer, or shareholder holding 5% or more of a specific company or institution that has financial or business transactions with the Company.
  - (9) A professional, sole proprietor, partner, institutional owner, director/trustee, supervisor/commissioner, manager, and their spouse who provides audit services to the Company or its affiliates, or who has provided business, legal, financial, accounting, or related services to the Company or its affiliates within the past 2 years for cumulative compensation not exceeding NT\$500,000. This restriction does not apply to individuals legally appointed to the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercise powers in accordance with the law.

The restrictions in items (2) and (5) through (7) of the preceding paragraphs do not apply when independent directors of a publicly listed company concurrently serve on the boards of its parent company, subsidiaries, or subsidiaries under the same parent company, in accordance with the Securities and Exchange Act or applicable local laws and regulations.

## 1.3. Diversity and Independence of the Board of Directors

### 1.3.1. Diversity of the Board of Directors

The Company has a board Diversity Policy, according to which the composition of the Company's Board of Directors should take into account diversity. Based on the Company's operations, business models, and development needs, the selection of members with diverse backgrounds and perspectives includes but is not limited to gender, age, nationality, culture, educational background, professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

In addition, the consideration factors for the nomination of board members also include that the director candidates should have a reputation for integrity, a track record of exceptional achievements, and relevant experience across diverse professional domains. They should also demonstrate a commitment to investing sufficient time to participate in the supervision of the Company's business, have the ability to assist in operational management, and contribute to the Company's success. In the case of independent directors, their qualifications shall comply with the provisions of laws and regulations.

The current Board of the Company consists of eight directors, including four independent directors (50%) and three directors employed by the Company (37.5%). All directors are of ROC nationality. The age distribution of the Board members is as follows: one director aged 51-55, two directors aged 56-60, one director aged 66-70, and four directors aged 71-75. Members of the Board have relevant professional backgrounds in science and technology, finance, and economics. Their industry experiences cover various fields in the semiconductor industry, including upstream wafer foundry (Director Rick Tsai and Independent Director Peng-Heng Chang), IC design engaged by the Company (including Director Ming-Kai Tsai, Director Joe Chen, and Independent Director Chung-Yu Wu), electronic design automation (EDA, Independent Director Yao-Wen Chang), end product applications (Director Cheng-Yaw Sun), as well as green energy (Independent Director Peng-Heng Chang) and finance (Independent Director Syaru Shirley Lin).

Furthermore, to achieve the diversity of background, experience, and expertise required by the Diversity Policy, the Company's Board should include at least one director with an academic background, at least one director with accounting or finance expertise, and at least one director with business management experience. Currently, of the eight directors, three directors have long served in academia (including Professor Chung-Yu Wu of NYCU, Professor Syaru Shirley Lin of the University of Virginia, and Professor Yao-Wen Chang of National Taiwan University), five directors have finance experience (including Director Ming-Kai Tsai, Director Rick Tsai, Director Joe Chen, Independent Director Peng-Heng Chang, and Independent Director Syaru Shirley Lin), and six directors have business management experience (including Director Ming-Kai Tsai, Director Rick Tsai, Director Joe Chen, Director Cheng-Yaw Sun, Independent Director Peng-Heng Chang, and Independent Director Syaru Shirley Lin).

The Company has achieved the goal of diversifying its Board. The Company fully understands and recognizes the importance of gender diversity on the Board. To meet the demands of our industry, international growth, and sustainability objectives, the Company has continued to recruit female talent through various domestic and international channels. Currently, one female director serves on the Board, and the Company remains committed to expanding the talent pool and enhancing gender diversity going forward through ongoing recruitment efforts. Details regarding the Board's industry experience and diversification are provided in the table below:

Name	Employed by the Company	Gender Age	Experience in industry/academia					Professional Competency						
			Semiconductor	End Consumer Products	Biomedicine	Others (Finance/Solar)	Academia	Research & Development	Global Business Management	Technology	Finance	Human Resource	Risk Management	Marketing/Business Development
Ming-Kai Tsai	✓	Male 71-75	✓						✓	✓	✓	✓	✓	
Rick Tsai (Lih-Shyng Tsai)	✓	Male 71-75	✓			✓			✓	✓	✓	✓	✓	✓
Joe Chen	✓	Male 51-55	✓						✓	✓	✓	✓	✓	✓
Cheng-Yaw Sun		Male 66-70	✓	✓					✓				✓	✓
Chung-Yu Wu		Male 71-75	✓		✓		✓			✓			✓	
Peng-Heng Chang		Male 71-75	✓			✓			✓		✓	✓	✓	
Syaru Shirley Lin		Female 56-60	✓			✓	✓		✓		✓		✓	
Yao-Wen Chang		Male 56-60	✓				✓			✓			✓	

### 1.3.2. Independence of the Board of Directors

The Company's current Board of Directors consists of eight directors, including four independent directors, the ratio reaches 50%, an increase of 6% from 44% in the previous term. None of the board members has committed any of the circumstances in Article 26-3, paragraph 3 and 4 of the Securities and Exchange Act (listed below). The attendance rate of independent directors for all the board meetings during this term was 100%. Throughout the meetings, each director consistently posed constructive questions to management and fellow directors, frequently expressing opinions independent of both. After a comprehensive evaluation of these factors, the Company concludes that the current Board of Directors operates independently.

- (1) Directors are spouses of or are relatives within the second degree of kinship: None.
- (2) The chairman and the president or person of an equivalent post (the highest-level manager) of the Company are the same person, spouse, or relative within the first degree of kinship: None.

## 1.4. Remuneration Paid to Directors

### 1.4.1. Remuneration Paid to Directors (Note1)

Unit: NT\$ thousands

Title Name	Remuneration Paid to Directors								(A+B+C+D) as % of Net Income	Compensation Earned as Employee of the Company or of the Company's Affiliates								(A+B+C+D+E+F+G) as % of Net Income (Note3)		Other compensation from non-subsidiary affiliates					
	Salary (A)		Pension (B)		Remuneration (C)		Allowances (D)			Salary, Bonus, etc. (E)		Pension (F) (Note2)		Employee Compensation (G)											
	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities		The Company	Consolidated Entities	The Company	Consolidated Entities	The Company		Consolidated Entities		The Company	Consolidated Entities						
														Cash	Stock	Cash	Stock								
Chairman Ming-Kai Tsai	—	—	—	—	12,000	12,000	—	—	0.12%	123,771	0.12%	123,771	1,169,647	1,176,630	216	216	-	-	-	-	1.22%	1,293,634	1.22%	1,300,617	-
Vice Chairman and CEO Rick Tsai (Lih-Shyng Tsai)	—	—	—	—	12,000	12,000	—	—																	
Director & President & COO Joe Chen	—	—	—	—	12,000	12,000	—	—																	
Director Cheng-Yaw Sun	3,250	3,250	—	—	12,000	12,000	75	75																	
Director Kenneth Kin (Note4)	1,500	1,500	—	—	5,000	5,000	45	45																	
Independent Director Ming-Je Tang (Note4)	2,000	2,000	—	—	5,000	5,000	45	45																	
Independent Director Chung-Yu Wu	4,333	4,333	—	—	12,000	12,000	90	90																	
Independent Director Peng-Heng Chang	4,875	4,875	—	—	12,000	12,000	90	90																	
Independent Director Syaru Shirley Lin	4,083	4,083	—	—	12,000	12,000	90	90																	
Independent Director Yao-Wen Chang (Note4)	2,250	2,250	—	—	7,000	7,000	45	45																	
In addition to the aforementioned disclosures, regarding remuneration received by the company's directors for services beyond their board duties (such as consulting for the parent company, entities within the consolidated financial statements, or invested businesses where they are not employees) in the most recent year: Director Kenneth Kin received NT\$3.6 million for consulting services in 2024.																									

Note1: The remuneration paid to directors complies with the law, Article 14 and Article 24 of the Company's Articles of Incorporation, the "Remuneration Committee Charter," and "Rules for Distribution of Compensation to Director." The remuneration is determined with reference to industry standards, as stipulated in the Company's Articles of Incorporation. As stated in the Article 24, the Company shall allocate a maximum of 0.5% of the profit as remuneration to Directors for the year. The rule states the remuneration should be based on the Company's overall operating performance with consideration of the contribution of each director to the Company, including the level of involvement, actual length of time in office, and individual performance (including, among others, the contribution to improving the quality of decision-making and the degree of individual professional training). The remuneration is reviewed regularly at Remuneration Committee and Board meetings. Related performance and the reasonableness of remuneration are approved at Remuneration Committee and Board meetings, and the remuneration system is reviewed in a timely manner depending on the actual operating conditions and relevant laws and regulations to reach a balance between the Company's sustainable operation and risk control.

Note2: Pensions funded/paid according to applicable law.

Note3: For the year ended December 31, 2023, the Company and all companies included in the financial statements paid directors' remuneration and related remuneration to part-time employees amounting to NT\$819,178 thousand and NT\$825,914 thousand, respectively, which accounted for 1.06% and 1.07%, respectively, of the net income after tax for the year.

Note4: Kenneth Kin and Ming-Je Tang resigned on May 27, 2024. Yao-Wen Chang took office on May 27, 2024.

1.4.2. Remuneration Paid to Directors

	Compensation Paid to Directors (A+B+C+D)		Total Compensation Paid to Directors (A+B+C+D+E+F+G)	
	The Company	Consolidated Entities	The Company	Consolidated Entities
Less than NT\$1 million	-	-	-	-
NT\$1 million ~ \$2 million	-	-	-	-
NT\$2 million ~ \$3.5 million	-	-	-	-
NT\$3.5 million ~ \$5 million	-	-	-	-
NT\$5 million ~ \$10 million	Kenneth Kin, Ming-Tze Tang, Yao-Wen Chang		Kenneth Kin, Ming-Tze Tang, Yao-Wen Chang	
NT\$10 million ~ \$15 million	Ming-Kai Tsai, Rick Tsai, Joe Chen		-	-
NT\$15 million ~ \$30 million	Cheng-Yaw Sun, Peng-Heng Chang, Chung-Yu Wu, Syaru Shirley Lin		Cheng-Yaw Sun, Peng-Heng Chang, Chung-Yu Wu, Syaru Shirley Lin	
NT\$30 million ~ \$50 million	-	-	-	-
NT\$50 million ~ \$100 million	-	-	-	-
Above NT\$100 million	-	-	Ming-Kai Tsai, Rick Tsai, Joe Chen	
Total	10		10	

## 2. Management Team

### 2.1. Profiles of Key Managers

As of February 28, 2025; Unit: shares

Title/Name	Nationality	Gender	Date Effective	Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Selected Education & Past Positions	Current Positions at Other Companies	Managers who are Spouses or Within Two Degrees of Kinship		
				Shares	%	Shares	%	Shares	%			Title	Name	Relation
<b>Chairman</b> <b>Ming-Kai Tsai</b>	R.O.C	Male	May 21,1997	41,762,392	2.61 %	39,417,145	2.46 %	-	-	- Master, Electrical Engineering, University of Cincinnati, USA - President of the 2nd Business Group, UMC	- Chairman & Director, MediaTek's affiliates	None		
<b>Vice Chairman and CEO</b> <b>Rick Tsai (Lih-Shyng Tsai)</b>	R.O.C	Male	June 01,2017	837,094	0.05 %	-	-	-	-	- Ph.D., Materials Science and Engineering, Cornell University, USA - Chairman & CEO, Chunghwa Telecom Co. Ltd. - President & CEO, TSMC	- Chairman, MediaTek's affiliates	None		
<b>Director &amp; President &amp; COO</b> <b>Joe Chen</b>	R.O.C	Male	July 01,2012	727,827	0.05 %	30,414	0.00 %	-	-	- Master, Electronics Engineering, National Chiao Tung University - Engineer, SiS Corp.	None	None		
<b>Co-COO, Corporate Executive Vice President &amp; CFO &amp; Spokesman</b> <b>David Ku</b>	R.O.C	Male	January 01,2011	445,407	0.03 %	-	-	-	-	- MBA, University of Illinois at Urbana Champaign, USA - Vice President of JPMorgan Investment bank	- Chairman, Director, and Supervisor, MediaTek's affiliates and invested companies	None		
<b>Corporate Executive Vice President</b> <b>Cheng-Te Chuang</b>	R.O.C	Male	April 07,2009	978,547	0.06 %	201,077	0.01 %	-	-	- Master, Electronics Engineering, National Chiao Tung University - Engineer, UMC	- Director, MediaTek's affiliates	None		
<b>Corporate Executive Vice President &amp; CTO</b> <b>Kevin Jou</b>	R.O.C	Male	May 30,2011	108,849	0.01 %	-	-	-	-	- Ph.D, Electrical Engineering, University of Southern California, USA - VP, Technology, Qualcomm and CTO, Qualcomm China	- Director, MediaTek's affiliates	None		
<b>Corporate Senior Vice President</b> <b>Kou-Hung Loh</b>	R.O.C	Male	July 01,2006	59,867	0.00 %	-	-	-	-	- Ph.D., Electrical Engineering, Texas A&M University, USA - CEO and founder of Silicon Bridge	- Director, MediaTek's affiliates	None		
<b>Corporate Senior Vice President</b> <b>Jerry Yu</b>	R.O.C	Male	February 16,2015	206,601	0.01 %	-	-	-	-	- Master, Electrical Engineering, National Taiwan University - Technical Manager, Lian Ji Technology Co. Ltd	- Director, MediaTek's affiliates	None		
<b>Corporate Senior Vice President</b> <b>Jasper Yang</b>	R.O.C	Male	June 01,2016	139,098	0.01 %	-	-	-	-	- Bachelor, Electrical Engineering, National Tsing Hua University - Shanghai Chief Representative, UMC	None	None		
<b>Corporate Senior Vice President</b> <b>SR Tsai</b>	R.O.C	Male	December 01,2017	547,156	0.03 %	13,910	0.00 %	-	-	- Master, Mechanical Engineering, National Taiwan University - Section Chief, KTC	None	None		
<b>Corporate Senior Vice President</b> <b>JC Hsu</b>	R.O.C	Male	August 01,2015	242,136	0.02 %	-	-	-	-	- Ph.D., Power Mechanical Engineering, National Tsing Hua University	- Director, MediaTek's invested companies	None		



Title/Name	Nationality	Gender	Date Effective	Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Selected Education & Past Positions	Current Positions at Other Companies	Managers who are Spouses or Within Two Degrees of Kinship		
				Shares	%	Shares	%	Shares	%			Title	Name	Relation
<b>Corporate Senior Vice President &amp; CHRO Sherry Lin</b>	R.O.C	Female	June 01,2016	256,435	0.02 %	-	-	-	-	- Master, Industrial Relations and Human Resources (IRHR), Rutgers University - HR Director, TSMC	- Director, MediaTek's affiliates	None		
<b>Corporate Senior Vice President &amp; General Counsel David Su</b>	R.O.C	Male	November 01,2016	189,603	0.01 %	-	-	-	-	- SJD, University of Wisconsin Law School - Senior Program Director, TSMC	- Director, MediaTek's affiliates	None		
<b>Corporate Vice President Rolly Chang</b>	R.O.C	Male	August 01,2015	208,447	0.01 %	-	-	-	-	- Master, Communications Engineering, National Chiao Tung University - Technical Specialist, NCSIST	None	None		
<b>Corporate Vice President Mike Chang</b>	R.O.C	Male	January 01,2019	184,741	0.01 %	4	0.00 %	-	-	- PhD., Electrical Engineering, National Tsing Hua University - Executive Vice President of MStar Semiconductor, Inc.	None	None		
<b>Corporate Vice President Vincent Yung Mien Hu</b>	U.S.A	Male	August 03,2020	70,752	0.00 %	-	-	-	-	- MBA, Marketing and Entrepreneurship, Anderson School of Business, UCLA - Master, Science in Electrical Engineering, Communication Sciences, University of Southern California - Vice President, Intel Corp.	None	None		
<b>Corporate Vice President Ching San Wu</b>	R.O.C	Male	November 01,2020	487,870	0.03 %	4,404	0.00 %	10,000	0.00 %	- Master, Electronics Engineering, National Chiao Tung University - Project Manager, Macronix International CO., LTD.	- Director, MediaTek's invested companies	None		
<b>Corporate Vice President Alan Hsu</b>	R.O.C	Male	November 01,2020	130,794	0.01 %	2,022	0.00 %	-	-	- Master, Control Engineering, National Chiao Tung University - Senior Engineer, Phoenixtec Power CO., LTD.	- Director, MediaTek's invested companies	None		
<b>Corporate Vice President Harrison Hsieh</b>	R.O.C	Male	February 01,2024	144,000	0.01 %	-	-	-	-	- Master, Computer Science & Information Engineering, National Taiwan University	None	None		
<b>Corporate Vice President Eric Lon Fisher</b>	U.S.A	Male	February 01,2024	60,276 (Note)	0.00 %	-	-	-	-	- Masters of Business Administration, University of California, Irvine - Senior Vice President, World Wide Sales &	None	None		

Note: Eric Lon Fisher's shareholding includes the allocated but not yet vested restricted stock award.

## 2.2. Remuneration and Employee Bonus Paid to Key Managers (Note1)

Unit: NT\$ thousands

Name / Title	Salary (A)		Pension (B) (Note2)		Bonus (C)		Employee Compensation (D)				(A+B+C+D) as % of Net Income (Note3)		Remuneration from non-subsidiary affiliates
	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company		Consolidated Entities		The Company	Consolidated Entities	
							Cash	Stock	Cash	Stock			
Chairman - Ming-Kai Tsai	86,141	122,739	1,832	2,549	3,171,710	3,481,224	-	-	-	-	3,259,683 3.06%	3,606,512 3.39%	-
Vice Chairman and CEO - Rick Tsai (Lih-Shyng Tsai)													
Director & President & COO - Joe Chen													
Co-COO, Corporate Executive Vice President & CFO & Spokesman - David Ku													
Corporate Executive Vice President - Cheng-Te Chuang													
Corporate Executive Vice President & CTO - Kevin Jou													
Corporate Senior Vice President - Kou-Hung Loh													
Corporate Senior Vice President - Jerry Yu													
Corporate Senior Vice President - Jasper Yang													
Corporate Senior Vice President - SR Tsai													
Corporate Senior Vice President - JC Hsu													
Corporate Senior Vice President & CHRO - Sherry Lin													
Corporate Senior Vice President & General Counsel - David Su													
Corporate Vice President - Rolly Chang													
Corporate Vice President - Mike Chang													
Corporate Vice President - Vincent Yung Mien Hu													
Corporate Vice President - Ching San Wu													
Corporate Vice President - Alan Hsu													
Corporate Vice President - Harrison Hsieh													
Corporate Vice President - Eric Lon Fisher													

Note1: Article 24 of the Company's Articles of Association provides that if the Company makes a profit in a year, it shall set aside no less than 1% of the profit as employee remuneration. The remuneration of the Company's management refers to the Company's overall operating performance, according to the positions of the executives, contribution to the Company's operations, individual performance (including the implementation of the Company's core values and leadership management capabilities, financial, sustainability targets (environmental, social, and corporate governance aspects), and the degree of achievement of comprehensive operational management indicators, among others), as well as consideration of the Company's future risks and with reference to industry peers. Following the Remuneration Committee's review and evaluation of the overall reasonableness of remunerations, it is submitted to the Board of Directors for resolution. The remuneration system, standards, and structure are periodically reviewed based on actual operating conditions and relevant regulations to ensure a balance between sustainable operation and risk control.

Note2: Pensions funded/paid according to applicable law.

Note3: For the year ended December 31, 2023, the Company and all companies included in the financial statements paid key managers NT\$1,975,683 thousand and NT\$2,108,479 thousand, respectively, accounting for 2.57 % and 2.74%, respectively, of the net profit after tax for the year.

## 2.3. Key Managers Remuneration Scale

Remuneration scale for individual key managers	Compensation Paid to Key Managers	
	The Company	Consolidated Entities
Less than NT\$1 million	-	-
NT\$1 million ~ \$2 million	-	-
NT\$2 million ~ \$3.5 million	-	-
NT\$3.5 million ~ \$5 million	-	-
NT\$5 million ~ \$10 million	-	-
NT\$10 million ~ \$15 million	-	-
NT\$15 million ~ \$30 million	-	-
NT\$30 million ~ \$50 million	-	-
NT\$50 million ~ \$100 million	Kuo-Hung Loh,	
Above NT\$100 million	Ming-Kai Tsai, Rick Tsai, Joe Chen, David Ku, Cheng-Te Chuang, Kevin Jou, Jerry Yu, Jasper Yang, SR Tsai, JC Hsu, Sherry Lin, David Su, Rolly Chang, Mike Chang, Vincent Yung Mien Hu, Ching-San Wu, Alan Hsu, Harrison Hsieh, Eric Lon Fisher	
Total	20	

## 2.4. Distribution of Employee Compensation by Key Managers:

None.

## 3. Corporate Governance Report

### 3.1. Operation of the Board

#### 3.1.1 Board of Directors' Meetings

At the Annual General Shareholders' Meeting held on July 5, 2021, the Company's shareholders re-elected the 9<sup>th</sup> session of the Board of Directors. The 9<sup>th</sup> session of the Board of Directors assumed office from the date of re-election (the term of office was from July 5, 2021 to May 27, 2024). The 9<sup>th</sup> session of the Board of Directors held 3 meetings during the year ended December 31, 2024. The attendance of the Directors is shown in the following table:

Title/Name	Attendance in Person	By Proxy	Attendance Rate in Person (%)	Note
<b>Chairman</b> Ming-Kai Tsai	3	0	100%	None
<b>Vice Chairman and CEO</b> Rick Tsai (Lih-Shyng Tsai)	3	0	100%	None
<b>Director &amp; President &amp; COO</b> Joe Chen	3	0	100%	None
<b>Director</b> Cheng-Yaw Sun	3	0	100%	None
<b>Director</b> Kenneth Kin	3	0	100%	None
<b>Independent Director</b> Chung-Yu Wu	3	0	100%	None
<b>Independent Director</b> Peng-Heng Chang	3	0	100%	None
<b>Independent Director</b> Ming-Tze Tang	3	0	100%	None
<b>Independent Director</b> Syaru Shirley Lin	3	0	100%	None

The Company's shareholders elected the 10<sup>th</sup> Board of Directors at the Annual General Shareholders' Meeting on May 27, 2024, effective immediately (May 27, 2024 to May 26, 2027). The 10<sup>th</sup> Board of Directors held 4 sessions in 2024. The attendance of the Directors is shown in the following table:

Title/Name	Attendance in Person	By Proxy	Attendance Rate in Person (%)	Note
<b>Chairman</b> Ming-Kai Tsai	4	0	100%	Re-elected as a Director at the Annual General Shareholders' Meeting on May 27, 2024
<b>Vice Chairman and CEO</b> Rick Tsai (Lih-Shyng Tsai)	4	0	100%	As above
<b>Director &amp; President &amp; COO</b> Joe Chen	3	1	75%	As above
<b>Director</b> Cheng-Yaw Sun	4	0	100%	As above
<b>Independent Director</b> Chung-Yu Wu	4	0	100%	Re-elected as an Independent Director at the Annual General Shareholders' Meeting on May 27, 2024
<b>Independent Director</b> Peng-Heng Chang	4	0	100%	As above
<b>Independent Director</b> Syaru Shirley Lin	4	0	100%	As above
<b>Independent Director</b> Yao-Wen Chang	4	0	100%	Elected as an Independent Director at the Annual General Shareholders' Meeting on May 27, 2024; new appointment

### 3.1.2 Other Matters to be Recorded at Board Meetings

- A.** Items listed in Article 14-3 of the Securities and Exchange Act or board resolutions independent directors have dissenting opinions or qualified opinions recorded or noted in writing in the board meeting minutes:
- Items listed in Article 14-3: The Company has established an audit committee, and Article 14-3 shall not apply. Please refer to “Operation of Audit Committee” in the Annual Report for related information.
  - Written or otherwise recorded resolutions on which an independent director had a dissenting opinion or qualified opinion: None.
- B.** Execution status for Article 206 of the Company Act regarding matters bearing on the personal interests of directors: The Company’s directors all recused themselves from discussions and voting related to their compensation.
- C.** Goals to enhance the Board’s operations:
- Establishment of Remuneration Committee, Audit Committee and M&A Strategy Committee: The Company established the Remuneration Committee on August 24, 2011, elected independent directors and established the Audit Committee in 2015 AGM, and set up M&A Strategy Committee in 2020 to enhance the Board’s operation.
  - Corporate governance operations enhancement: The Company’s Board approved the “Ethical Corporate Management Best Practice Principles”, “Corporate Governance Best Practice Principles”, “Sustainable Development Best Practice Principles”, “Board of Directors Self-Assessment of Performance” (including an external performance evaluation mechanism, conducted once every three years, with the most recent external performance evaluation carried out in 2022), and “Rules for Board Meetings” (including standard operating procedures for processing director demands). To strengthen the supervision of risk management, the Board, in 2024, passed a resolution to elevate the Risk Management Committee to a functional committee level of the Board, with the Audit Committee assuming the responsibilities of the original Risk Management Committee. Additionally, to enhance corporate governance, the Company re-elected the entire Board of Directors at the 2024 Annual General Shareholders’ Meeting, increasing the proportion of independent directors to one-half of the total number of directors.

### 3.1.3 Evaluation of the Implementation of the Board of Directors:

Evaluation Cycle	Evaluation Period	Evaluation Range	Evaluation Method	Evaluation Content
The Company’s Board of Directors performs an annual performance evaluation of the Board, individual directors and functional committees	Jan 1 to Dec 31, 2024	Performance evaluation of the Board of Directors, individual directors and functional committees.	Internal questionnaires to conduct self-evaluation of the Board of Directors, individual Board members and functional committees, and self-evaluation of directors.	<p>The Company’s performance measures for the Board of Directors, individual directors and functional committees include at least the following items:</p> <ol style="list-style-type: none"> <li>Performance evaluation of the Board of Directors: the degree of participation in the Company’s operations, improvement of the quality of the Board’s decision-making, the composition and structure of the Board, the selection and continuous training of directors, internal control, and regular monitoring of greenhouse gas inventories, and the Company’s sustainable development measures.</li> <li>Performance evaluation of individual directors: understanding of the Company’s goals and tasks, awareness of directors’ responsibilities, degree of participation in company operations, internal relationship management and communication, directors’ professional and continuing education, and internal control.</li> <li>Functional committee performance evaluation: degree of participation in company operations, awareness of functional committee responsibilities, quality of functional committee decision-making, composition of functional committees and selection of members, and internal control.</li> </ol>

## 3.2. Operation of the Audit Committee

The Company's Audit Committee consists of 4 independent directors to supervise the appropriate presentation of the Company's financial statements, the selection (discharge), independence, and performance of the certified public accountant (CPA), the effective implementation of the Company's internal controls, the Company's compliance with the relevant laws and regulations, and the control mechanisms for existing or potential risks.

### 3.2.1 Responsibilities of the Audit Committee

The matters reviewed by the Audit Committee mainly include:

- A. Establishment or amendments to internal control systems.
- B. Operating procedures for obtaining or disposing of assets, engaging in derivative transactions, external loans to other parties, endorsements, and guarantees to other parties.
- C. Matters relating to the director's personal interests.
- D. Significant asset or derivative transactions.
- E. Significant external loans to other parties, endorsements, and guarantees to other parties.
- F. Transactions of public offering, issuance, or private placement of equity-type securities.
- G. Appointment, discharge, or remuneration of the CPA.
- H. Appointment and discharge of financial, accounting, or internal audit supervisors.
- I. The annual financial report signed or sealed by the chairman, manager, and accountant, and the second quarter financial report audited and certified by an accountant.
- J. Supervision of risk management.

Review of the annual financial report:

The Board of Directors prepared the Company's 2024 annual business report, financial statements, and proposal for profit distribution. The financial statements have been audited and certified by Ernst & Young Taiwan. The aforementioned business report, financial statements, and proposal for profit distribution have been audited by the Audit Committee, and no disagreement has been found.

Assessment of the effectiveness of the internal control system:

The Audit Committee evaluates the effectiveness of the Company's internal control system policies and procedures (including sales, procurement, production, personnel, finance, information security, compliance, and other control measures), oversees the operation of the internal audit unit, and reviews the results of the internal control self-assessment. The Audit Committee has considered the Company's internal control system to be effective.



### 3.2.2 Audit Committee Meeting

The Audit Committee held 5 sessions in 2024. The attendance of the independent directors is shown in the following table:

Title/Name	Attendance in Person	By Proxy	Attendance Rate in Person (%)	Note
Independent Director: Chung-Yu Wu (Convener)	5	0	100%	Re-elected in the Annual General Shareholders' Meeting on May 27, 2024
Independent Director: Peng-Heng Chang	5	0	100%	As above
Independent Director: Syaru Shirley Lin	5	0	100%	As above
Independent Director: Ming-Tze Tang	3	0	100%	Resigned on May 27, 2024
Independent Director: Yao-Wen Chang	2	0	100%	Elected as an Independent Director at the Annual General Shareholders' Meeting on May 27, 2024; new appointment

### 3.2.3 Other Matters that the Audit Committee Should Record

- A. Items listed in Article 14-5 of the Securities and Exchange Act and other matters not approved by the Audit Committee but approved by more than two-thirds of all directors:

- a. Items listed in Article 14-5

Date	Meeting	Contents of the Proposal	Any Independent Director Having a Dissenting Opinion or Qualified Opinion
Jan 30, 2024	16th meeting of the 3rd Committee	Capital budget of the Company	The Audit Committee unanimously approved all proposals, and the Board of Directors approved all proposals based on the recommendations of the Audit Committee
Feb 23, 2024	17th meeting of the 3rd Committee	Issuance of restricted stock award The Company's 2023 business report The Company's 2023 financial statements The Company's 2023 H2 cash dividend distribution and 2023 annual profit distribution Change of the Company's CPA The Company's 2023 internal control self-assessment report and internal control systems	
Apr 26, 2024	18th meeting of the 3rd Committee	The Company's 2024 Q1 financial statements The CPA's compensation for 2024	
Jul 30, 2024	1st meeting of the 4th Committee	The Company's 2024 Q2 financial statements The Company's first restricted stock award for 2024	
Oct 29, 2024	2nd meeting of the 4th Committee	The Company's 2024 Q3 financial statements The Company's 2024 H1 business report The Company's 2024 H1 profit distribution Revision of the Company's internal control system	

- b. Other matters not approved by the Audit Committee but agreed to by more than two-thirds of all directors: None.

- B. Any recusal of Independent Directors due to conflicts of interest: None.

- C. Communication between independent directors, internal audit supervisors, and the CPAs:

- a. Internal auditors present the execution and improvement of the audit plan to independent directors at least 4 times per year at Audit Committee meetings. The head of internal audit also regularly reports to the independent directors on important audit work of the Company and its subsidiaries at quarterly meetings and communicates and exchanges opinions on the effectiveness of the Company's internal control implementation.
- b. The CPAs report at least twice per year at the Audit Committee meetings and at least once per year to independent directors individually on the audit of the Company's financial reports and fully discuss with independent directors the review or audit of the Company's financial reports or financial, tax, and internal control-related issues.

### 3.3. Implementation Status of Corporate Governance and Reasons for Any Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
<b>1. Has the company established and disclosed the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX-Listed Companies”?</b>	V		The Company has established, via Board resolution, corporate governance best-practice principles. These principles provide a comprehensive internal governance framework that ensures equal treatment of shareholders while safeguarding their rights and interests.	None
<b>2. Equity structure and shareholders’ equity</b>				
<b>(1) Has the company established an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implemented them according to the procedure?</b>	V		The Company has designated relevant departments, such as Investor Relations, Public Relations, Legal, and other specialized areas, to address shareholders’ suggestions and resolve disputes.	None
<b>(2) Does the company keep track of a list of its major shareholders as well as the ultimate owners of those shares?</b>	V		The Company tracks the shareholdings of directors, officers, and shareholders holding more than 10% of the Company’s outstanding shares.	None
<b>(3) Has the company established and implemented risk control and firewall mechanisms with related companies?</b>	V		In designing the structure of its subsidiaries, the Company has implemented a firewall mechanism. Both the Company and its subsidiaries have established suitable internal control systems.	None
<b>(4) Has the company established internal rules against insiders trading with undisclosed information?</b>	V		The Company has issued an “Insider Trading Policy” that strictly prohibits insiders from trading securities based on non-public information.	None
<b>3. Composition and Responsibilities of the Board of Directors</b>				
<b>(1) Does the board of directors formulate a diversity policy, specific management objectives, and implement them?</b>	V		Please refer to the disclosure statement in “II. Corporate Governance Report 1.3.3 Diversity of the Board of Directors” of this annual report.	None
<b>(2) Does the company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?</b>	V		In 2020, according to Article 27 of the “Corporate Governance Best Practice Principles,” the Board resolved to establish the M&A Strategy Committee. This Committee is tasked with the strategic evaluation of the Company’s M&A projects and reports directly to the Board of Directors. To ensure the sustainable operation of the group, the Committee not only addresses specific M&A matters but also regularly discusses the overall M&A strategy. By leveraging the diverse expertise of its Directors, the Committee aims to achieve short-, medium-, and long-term goals, as well as sustainable development objectives. Currently, the Committee is composed of five Directors: Director Ming-Kai Tsai (with expertise in business management and strategic planning), Director Cheng-Yaw Sun (with expertise in business management), Independent Director Peng-Heng Chang (with expertise in business management and organizational planning), Director Syaru Shirley Lin (with expertise in finance), and Director Yao-Wen Chang (with experience in technical strategy). In 2024, the Committee held one meeting, adhering to its organizational rules and regulations, with all members in attendance, resulting in a 100% attendance rate.	None

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
(3) Has the company established a standard to measure the performance of the Board, and implements it annually? Does the company provide the board of directors with the results of performance evaluations and use these results as a basis for determining the remuneration and nomination of individual directors?	V		<p>The Board has approved the rules for the “Board of Directors Self-Assessment of Performance.” All Board Directors annually assess the functioning of the Board, individual directors, and functional committees. The Board passed the amendment of “Board of Directors Self-Assessment of Performance” on October 26, 2021, and added external performance evaluation mechanism, including conducting external performance evaluation on the Board of Directors at least once every three years (the most recent external performance evaluation carried out in 2022), and the criteria for external evaluation units.</p> <p>The Board, individual directors, and functional committees’ performance evaluation by self-assessment includes at least the following aspects or other items required or amended by laws and regulations:</p> <ol style="list-style-type: none"> <li>1. Performance measures of the Board of Directors: the degree of participation in the Company’s operations, improvement of the quality of the Board’s decision-making, the composition and structure of the Board, the selection and continuous training of directors, internal control and regular monitoring of greenhouse gas inventories, and the Company’s sustainable development measures.</li> <li>2. Performance evaluation of individual directors: understanding of the Company’s goals and tasks, awareness of directors’ responsibilities, degree of participation in company operations, internal relationship management and communication, directors’ professional and continuing education, and internal control.</li> <li>3. Functional committee performance evaluation: degree of participation in company operations, awareness of functional committee responsibilities, quality of functional committee decision-making, composition of functional committees and selection of members, and internal control.</li> </ol> <p>The indicators for the performance evaluation of the Board shall be determined based on the Company’s operations and needs and shall be consistent with and appropriate for the Company to implement performance evaluation.</p> <p>The performance evaluation results of the Board of Directors shall be reported to the Board before the first quarter of the following year. The performance evaluation results shall serve as a reference for determining the individual remuneration of directors/committee members and for improving areas that can be strengthened.</p> <p>The results of the most recent Board performance evaluation (2024) are as follows: The internal performance evaluation of the Board (including the overall Board of Directors, respective functional committees, and individual directors). The performance evaluation for the year under review used questionnaire-based self-evaluation of the performance of the entire Board of Directors, various functional committees, and individual directors. The performance was graded as excellent (the average evaluation score was &gt;4.3 points: excellent; &gt;4 and &lt;4.3: good; &gt;3 and &lt;4: acceptable; &lt;3: improvement required).</p> <p>Detailed information regarding the above evaluation was reported to the Board at the Board Meeting on February 7, 2025. The Company will continue to review its relevant performance evaluation methods and improve them accordingly.</p>	None

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
(4) Does the company regularly evaluate the independence of its CPAs?	V		<p>At least once a year, the Company evaluates the independence and suitability of its CPA, focusing on the accounting firm's financial interests, funding and guarantees, commercial relations, family and personal relations, employment relations, gifts and special offers, rotation of CPAs, and non-audit services. The Company also obtains a statement of independence issued by the CPA.</p> <p>The Company refers to the Audit Quality Indicators (AQIs) to assess the suitability of an appointed CPA, based on 5 dimensions and 13 indicators. The 5 dimensions include professionalism, independence, quality control, supervision, and innovation ability. The evaluation results of the latest fiscal year were discussed and approved by the Audit Committee on February 26, 2025 and submitted to the Board of Directors for approval on February 27, 2025. Please refer to "III. Corporate Governance – 5.4 Evaluation of the External Auditor's Independence" for related information on the independence and suitability evaluation of the CPA.</p>	None
4. Does the company have an appropriate number of qualified corporate governance personnel and has it designated a corporate governance supervisor to be responsible for corporate governance-related matters (including but not limited to providing directors and supervisors with information necessary for performing their duties, assisting directors and supervisors in complying with laws and regulations, handling matters related to board and shareholders meetings in accordance with the law, and preparing minutes of board and shareholders meetings, etc.)?	V		<p>On March 22, 2019, the Company's Board of Directors resolved to appoint General Counsel David Su as the supervisor for corporate governance. Under the General Counsel, the Legal &amp; Intellectual Property Department was established as the department responsible for corporate governance and business integrity to safeguard shareholder rights and strengthen the Board's functioning. The General Counsel is an officer of the Company and a qualified attorney with over 3 years of experience in managing legal matters of a publicly traded company. The primary duties are to address matters related to the Board and shareholders' meetings in accordance with the law, prepare meeting minutes for the Board and shareholders' meetings, assist directors in taking office and continuing education, provide directors with information necessary for performing their duties, assist directors in complying with laws and regulations, report to the Board on the results of their review of whether the qualifications of independent directors comply with relevant laws and regulations, and other matters stipulated by laws and regulations. Please refer to "II. Corporate Governance - 3.7.3 Supervisor for Corporate Governance Professional Enhancement Status" of this annual report for further details.</p> <p>Implementation in 2024:</p> <ol style="list-style-type: none"> <li>1. Conducted matters relating to Board and shareholders' meetings.</li> <li>2. Prepared the minutes of Board and shareholders' meetings.</li> <li>3. Assisted in the matters of director appointment and professional enhancement.</li> <li>4. Provided directors with required information to perform their duties.</li> <li>5. Assisted directors to comply with laws and regulations.</li> <li>6. Reported to the Board the results of the review of whether the Independent Directors are qualified in accordance with relevant regulations.</li> <li>7. Attended to matters relating to company registration and change of company registration.</li> <li>8. Regularly conducted performance evaluations pursuant to the rules for "Board of Directors Self-Assessment of Performance."</li> </ol>	None
5. Has the company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), set up a stakeholder area on the company website, and appropriately responded to important corporate social responsibility issues of concern to stakeholders?	V		<p>The Company has created a Corporate Sustainability section on its website, which includes contact information for the relevant personnel in charge. Additionally, a stakeholder communication section is in place to ensure timely responses to issues of concern raised by stakeholders.</p>	None
6. Has the company appointed a professional shareholder service agency to handle shareholders' meeting affairs?	V		<p>The Company has entrusted CTBC Bank's agency department to handle matters relating to shareholders' meetings.</p>	None

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
7. Information Disclosure				
(1) Does the company have a corporate website to disclose financial, business, and corporate governance information?	V		The Company discloses financial, business, and corporate governance information on its website: <a href="https://www.mediatek.com">https://www.mediatek.com</a>	None
(2) Does the company have other information disclosure channels (e.g., an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences)?	V		1. The Company has designated appropriate persons to handle information collection and disclosure. Contact person: Jessie Wang. Tel: +886-(0)3-567-0766 ext. 23447. Email: ir@mediatek.com 2. The Company has established a Spokesperson policy. Spokesperson: David Ku; Acting Spokesperson: Jessie Wang. 3. The Company provides investor conferences, webcasts, and presentation materials on its website in a timely manner. 4. The Company discloses real-time information to shareholders and stakeholders on both its corporate website and the MOPS website.	None
(3) Does the company announce and file its annual financial report within two months after the end of the fiscal year and announce and file its first, second, and third quarter financial reports and monthly operating results in advance of the prescribed deadline?	V		The Company has announced and reported its annual financial statements within two months after the end of the fiscal year and announced and filed its quarterly financial statements as well as the monthly operating results within the time limit prescribed by law.	
8. Is there any other important information to facilitate a better understanding of the company’s corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ and supervisors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	V		1. The Company discloses financial, business, and corporate governance information at any time through its website ( <a href="https://www.mediatek.com">https://www.mediatek.com</a> , Chinese and English versions), providing open and transparent information for general employees, investors, suppliers, and stakeholders to freely access. 2. The Company’s Directors are all professionals in their respective fields. The Company provides new regulatory updates that require the attention of Directors. The Company’s executive team also reports to the Board periodically. Director training records can be found on the MOPS website. 3. The Company maintains a comprehensive and effectively implemented internal control system compliant with relevant laws and regulations. Furthermore, it proactively conducts risk assessments for major banks, customers, and suppliers to mitigate credit risks. 4. Directors of the Company are obligated to recuse themselves from deliberation and voting on any proposal where a conflict of interest arises. 5. The Company maintains D&O insurance for its Directors and key officers. 6. In its succession planning for key management levels, the Company emphasizes that successors should have excellent corporate strategy planning and operational capabilities and focus on their core values (integrity, customer focus, innovation, conviction inspired by deep thinking, inclusiveness, and constant renewal). The selection of managers for the Company’s Board and key management levels is done through the experience of the group’s senior management team across subsidiaries and the rotation of tasks across business units within the head office. In addition, it is combined with systematic training, such as internal and external senior executive coaching mechanisms, deepening of professional capabilities, and personal development plans, to build the breadth and depth of the successor team in decision-making and actual operations in order to prepare for the subsequent succession. 7. To deepen the value connection between the Company’s management and shareholders and to fulfill the commitment of sustainable management, the Company formulated the MediaTek Inc. Executive Officer Stock Ownership Guidelines in 2022. According to the guidelines, executive officers of the Company are required to hold a certain multiple of their annual base salary in the Company’ stock during their tenure and should achieve the required shareholding within 3 years of being appointed as an executive officer in order to establish a long-term system of executive officers holding the Company’s stock.	None
9. Status of improvements made based on the corporate governance evaluation results released by the Corporate Governance Evaluation of the Taiwan Stock Exchange in the most recent year. For areas not yet improved, propose priority items and specific measures for future action.				
To enhance corporate governance, the Company re-elected its Board at the 2024 AGM, increasing the proportion of independent directors to half of the total board.				

## 3.4. Operation of the Company's Remuneration Committee

### 3.4.1 Responsibilities of the Company's Remuneration Committee

The Remuneration Committee aims to establish and regularly review the policies, systems, standards, and structures for the performance evaluation and remuneration of directors and managers, and to regularly evaluate and establish the remuneration of directors and managers.

### 3.4.2 Composition of the Company's Remuneration Committee

The Company's Remuneration Committee was established on August 24, 2011. In accordance with the relevant regulations set by the Securities and Futures Bureau of the Financial Supervisory Commission, the professional qualifications and independence of the members of the Remuneration Committee are listed below:

	Professional Qualifications and Experiences	Independence Analysis	Number of Companies Concurrently Serving as An Independent Director
<b>Independent Director (Convener)</b> <b>Peng-Heng Chang</b>	- Please refer to "1.1 Information Regarding Board Members" in this annual report for professional qualifications and experiences of the Board members.	Members of the Remuneration Committee are appointed by resolution of the Board in accordance with Article 4 of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange." Appointed Remuneration Committee members have met the independence requirements of the aforementioned regulations for the two years preceding their appointment and throughout their tenure.	1
<b>Independent Director</b> <b>Chung-Yu Wu</b>	- None of the Board members have contravened Article 30 of the Company Act.		2
<b>Other</b> <b>Ji-Ren Lee</b>	- Possesses corporate management experience and has worked in academia for a long time. Currently retired and serves as an honorary professor at NTU and chairman of Cheng Zhi Foundation.  - Previous positions include Assistant Dean of the College of Management and CEO of EMBA at NTU, Assistant Dean of Teaching and Resource Development of the College of Management at NTU, full-time professor at the Department of International Business at NTU, and Director of Taidah Entrepreneurship Center, NTU.  - Not under any of the circumstances in Article 30 of the Company Act.		1

Note: None of the following circumstances were present in the two years preceding appointment or during tenure:

- (1) An employee of the Company or any of its affiliates.
- (2) A director or supervisor of the Company or any of its affiliates.
- (3) A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or any natural-person shareholder who directly or indirectly holds 1% or more of the total number of issued shares of the Company or is among the top 10 shareholders.
- (4) A spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship of the individuals listed in (1), (2), or (3).
- (5) A director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the total number of issued shares of the Company, or among the top 5 shareholders, or have designated a representative to serve as a director or supervisor of the Company according to Article 27, paragraph 1 or 2 of the Company Act.
- (6) A director, supervisor, or employee of another company in which the same person controlling a majority of the Company's Board seats or voting shares also holds control.
- (7) Director/trustee, supervisor/commissioner, or officer/employee of another company or institution if the chairperson, general manager, or equivalent officer of the Company is the same person as, or the spouse of, their counterpart in that other entity.
- (8) Director/trustee, supervisor/commissioner, officer, or shareholder holding 5% or more of a specific company or institution that has financial or business transactions with the Company.
- (9) A professional, sole proprietor, partner, institutional owner, director/trustee, supervisor/commissioner, manager, and their spouse who provides audit services to the Company or its affiliates, or who has provided business, legal, financial, accounting, or related services to the Company or its affiliates within the past 2 years for cumulative compensation not exceeding NT\$500,000. This restriction does not apply to individuals legally appointed to the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers in accordance with the law.

The restrictions in items (2) and (5) through (7) of the preceding paragraphs do not apply when independent directors of a publicly listed company concurrently serve on the boards of its parent company, subsidiaries, or subsidiaries under the same parent company, in accordance with the Securities and Exchange Act or applicable local laws and regulations.



### 3.4.3 Remuneration Committee Meeting Status

The tenure of the Company's 5<sup>th</sup> Remuneration Committee was from July 27, 2021 to May 26, 2024. The convener, Mr. Peng-Heng Chang held two regular sessions in 2024. The attendance of the Directors is shown in the following table:

Title	Name	Attendance in Person	Attendance Rate in Person (%)	Note
Convener	Peng-Heng Chang	2	100%	None
Member	Chung-Yu Wu	2	100%	None
Member	Ji-Ren Lee	2	100%	None

The tenure of the Company's 6<sup>th</sup> Remuneration Committee is from June 13, 2024 to May 26, 2027. The convener, Mr. Peng-Heng Chang held one session in 2024. The attendance of the Directors is shown in the following table:

Title	Name	Attendance in Person	Attendance Rate in Person (%)	Note
Convener	Peng-Heng Chang	1	100%	None
Member	Chung-Yu Wu	1	100%	None
Member	Ji-Ren Lee	1	100%	None

Remuneration Committee resolutions in 2024 and the Company's response to the Committee's proposals:

Date	Meeting	Proposal	Resolution	Company's Response
Jan 29, 2024	5 <sup>th</sup> meeting of the 7 <sup>th</sup> Committee	Executive officers' remuneration	Approved by all attending members of the committee	Approved by all attending directors in Board meetings
Feb 23, 2024	5 <sup>th</sup> meeting of the 8 <sup>th</sup> Committee	Directors' remuneration		
Jul 30, 2024	6 <sup>th</sup> meeting of the 1 <sup>st</sup> Committee	Allocation of managers' equity compensation		

### 3.4.4 Other Matters that the Remuneration Committee Should Record

- A. In cases where the Board does not adopt or amend a Remuneration Committee proposal, it must record the date/number of the Board meeting, agenda, the Board's resolution, and the Company's response to the Committee's proposal: Not applicable.
- B. In cases where Remuneration Committee members have dissenting opinions or qualified opinions against the resolution and there is a record or written statement, it must record the date/number of the Remuneration Committee meeting, agenda, all members' opinions, and the follow-up of the members' opinions: Not applicable.

### 3.5. Promotion Status of Sustainability Development and Reasons for Any Differences from the Sustainability Development Best Practice Principles for TWSE/TPEX-Listed Companies

Assessment Item	Implementation Status			Differences and Reasons Compared to the Sustainable Development Best Practices
	Yes	No	Summary Description	
1. Has the Company established a governance structure to promote sustainable development and set up a dedicated (or part-time) unit to promote sustainable development? Has the board of directors authorized senior management to handle the matter, and has the board of directors provided supervision?	V		<p>The Company established the Sustainability Committee in 2014. It is the highest-ranking sustainable development decision-making unit in the Company and is chaired by Vice Chairman &amp; CEO Mr. Rick Tsai. The Company takes sustainable development as its highest guiding principle. The Committee is composed of senior executives responsible for marketing, research and development, sales, human resources, supply chain management, legal affairs, finance, auditing, and the Deputy General Manager of the MediaTek Foundation, who serve as convening members and committee members. They supervise the operation of 6 working groups: Global Presence, Innovation, Talent, Corporate Governance, Environmental Management, and Community Engagement.</p> <p>The Sustainability Committee reports at least once a year to discuss and report on the current year's implementation plan and review the past year's implementation performance. One reporting meeting was held in 2024 with proposals including (1) working progress of the working groups; (2) revisions of corporate sustainability-related targets and policies; and (3) external sustainability trend analysis. Meanwhile, the Board supervises strategy and implementation of sustainable development, and a representative of the Committee reports the annual implementation priorities and performances, while also communicating results of stakeholders to the Board at least once per year. The Board evaluates related strategies and the effectiveness of implementation plans, urging management to make the necessary changes as required.</p>	None

Assessment Item	Implementation Status			Differences and Reasons Compared to the Sustainable Development Best Practices												
	Yes	No	Summary Description													
2. Does the company conduct risk assessments on environmental, social and corporate governance issues related to its operations and formulate relevant risk management policies or strategies based on the principle of materiality?	V		<p>The Company conducts risk assessments and planning based on the principle of materiality for environmental, social and corporate governance issues related to its operations and formulates relevant risk management policies, including risk identification, risk analysis and evaluation, risk response, and risk monitoring.</p> <p>Consideration of various potential business risks and hazards is a prerequisite to pursuing sustainable operations, providing corporations with response procedures and recovery mechanisms in the event of a crisis and minimizing unexpected business impacts. The Company deploys a Business Continuity Plan (BCP) to respond to various risks and crises, making preparations and conducting drills for potential risks and disasters through a range of components ranging from damage identification to risk control. The Company has also established backup control mechanisms at all major sites around critical global locations so that important business functions can be organized and planned to resume normal operations in the shortest time possible when a disaster occurs. Additionally, there are relevant programs and responses in place to ensure that customers can continue to operate when disasters or crises affect their rights and interests, and reviews are conducted after the fact to avoid repeated damage to customer rights and interests.</p> <p>The risk assessment boundaries are determined by the Company. Based on the assessed risks, the relevant risk management policies or strategies are formulated as follows:</p> <table><tr><th>Key Topics</th><th>Risk Evaluation Items</th><th>Explanation</th></tr><tr><td>Environmental</td><td>Climate change: Whether global companies conform to various environmental protection trends and standards to mitigate the occurrence of extreme climate.</td><td>Conduct annual reviews of international environmental protection trends and formulate environmental protection measures according to operational needs; conduct internal education, training and publicity to raise employee awareness of the impact of climate change and the Company’s environmental protection themes for the year so that they can adhere to various environmental protection policies when carrying out their work.</td></tr><tr><td>Social</td><td>Human rights risks: Regularly assess employee human rights risks to prevent violations of laws and damage to labor-management relations.</td><td>In terms of laws and regulations, ensure legal conformance to labor policies of the local authorities. In terms of labor-management relations, hold labor-management meetings regularly, where both parties communicate and reach consensus on human rights policy, labor environment and conditions, policies, and compensation/fringe benefits, ensuring transparent information and smooth communication between labor and management.</td></tr><tr><td>Governance</td><td>Legal compliance; Board functions; stakeholder engagement.</td><td>Plan training on related topics for directors and provide corporate governance-related information depending on the Company’s needs and changes in regulations. Ensure all employees and operations in the Company conform to related regulations and internal standards. Construct various communication channels to engage with stakeholders.</td></tr></table>	Key Topics	Risk Evaluation Items	Explanation	Environmental	Climate change: Whether global companies conform to various environmental protection trends and standards to mitigate the occurrence of extreme climate.	Conduct annual reviews of international environmental protection trends and formulate environmental protection measures according to operational needs; conduct internal education, training and publicity to raise employee awareness of the impact of climate change and the Company’s environmental protection themes for the year so that they can adhere to various environmental protection policies when carrying out their work.	Social	Human rights risks: Regularly assess employee human rights risks to prevent violations of laws and damage to labor-management relations.	In terms of laws and regulations, ensure legal conformance to labor policies of the local authorities. In terms of labor-management relations, hold labor-management meetings regularly, where both parties communicate and reach consensus on human rights policy, labor environment and conditions, policies, and compensation/fringe benefits, ensuring transparent information and smooth communication between labor and management.	Governance	Legal compliance; Board functions; stakeholder engagement.	Plan training on related topics for directors and provide corporate governance-related information depending on the Company’s needs and changes in regulations. Ensure all employees and operations in the Company conform to related regulations and internal standards. Construct various communication channels to engage with stakeholders.	None
Key Topics	Risk Evaluation Items	Explanation														
Environmental	Climate change: Whether global companies conform to various environmental protection trends and standards to mitigate the occurrence of extreme climate.	Conduct annual reviews of international environmental protection trends and formulate environmental protection measures according to operational needs; conduct internal education, training and publicity to raise employee awareness of the impact of climate change and the Company’s environmental protection themes for the year so that they can adhere to various environmental protection policies when carrying out their work.														
Social	Human rights risks: Regularly assess employee human rights risks to prevent violations of laws and damage to labor-management relations.	In terms of laws and regulations, ensure legal conformance to labor policies of the local authorities. In terms of labor-management relations, hold labor-management meetings regularly, where both parties communicate and reach consensus on human rights policy, labor environment and conditions, policies, and compensation/fringe benefits, ensuring transparent information and smooth communication between labor and management.														
Governance	Legal compliance; Board functions; stakeholder engagement.	Plan training on related topics for directors and provide corporate governance-related information depending on the Company’s needs and changes in regulations. Ensure all employees and operations in the Company conform to related regulations and internal standards. Construct various communication channels to engage with stakeholders.														
3. Sustainable Environment Development																
(1) Has the company established proper environmental management systems based on the characteristics of its industry?	V		<p>The Company established its environmental management system according to ISO-14001 and continues to pass third-party certification. Annual greenhouse gas emission verification is conducted annually in accordance with ISO 14064-1. The Company tracks the results and discloses related information in the Sustainability Report and on the Company’s website. The Company also passed third-party certification for ISO 14046, ISO 14064-1, and ISO 50001 energy management systems.</p> <p>ISO 14001 certification valid from August 17, 2022 to August 17, 2025, covering the Hsinchu Science Park A and B office buildings. ISO 14046 certification valid from January 1, 2024 to December 31, 2024, covering Hsinchu Science Park, Zhubei, Taipei, and Tainan offices. ISO 14064-1 certification valid from January 1, 2024 to December 31, 2024, covering Hsinchu Science Park, Zhubei, Taipei, and Tainan offices. ISO 50001 certification valid from January 13, 2022 to January 13, 2025, covering the Hsinchu Science Park D Office Building. (<a href="https://corp.mediatek.tw/about/sustainability">https://corp.mediatek.tw/about/sustainability</a>)</p>	None												

Assessment Item	Implementation Status			Differences and Reasons Compared to the Sustainable Development Best Practices
	Yes	No	Summary Description	
(2) Is the company committed to improving energy efficiency and using recycled materials with low environmental impact?	V		<p>The Company proactively promotes various energy reduction measures and selects highly energy-efficient equipment with energy-saving designs to lower corporate energy consumption and optimize energy effectiveness.</p> <p>Through continuous efforts on various energy reduction measures in 2024, the average power saving rate reached its original target of 16.5% and amounted to 37,580 MWh. Going forward, the Company will continue to plan for green power purchases and evaluate the feasibility of renewable power generation equipment to gradually increase the usage rate of renewable power.</p> <p>The mid- to long-term energy-related goal is to achieve a 10% cumulative electricity saving rate for the Company's overall corporate data center electricity consumption from 2024 to 2030.</p> <p>The process for optimizing the utilization of raw materials of the Company is as follows: In terms of waste management and recycling, in order to manage waste efficiently and maximize the benefits of recycling, the Company prioritizes waste reduction, classification for reuse, adherence to recycling, and reutilization. The Company also handles and disposes of waste properly and continually improves waste storage, transport, and processes and evaluates the impact on the environment. Qualified partners are selected for waste disposal and recycling, while the waste processes are regularly audited to ensure the legal disposal of waste and fulfill the Company's responsibility in waste management supervision.</p>	None
(3) Has the company assessed the potential risks and opportunities that climate change poses to the business now and in the future, and taken relevant response measures?	V		<p>The Sustainability Committee is the highest-ranking organization for climate change management and is chaired by Vice Chairman &amp; CEO, Mr. Rick Tsai. Regarding climate change issues, the Committee conducts an annual review of relevant strategies and targets, assesses associated risks and opportunities, evaluates the progress of implementation, and discusses future initiatives.</p> <p>According to the framework outlined by the Task Force on Climate-related Financial Disclosure (TCFD), the Company conducts an annual evaluation and update of risks and opportunities related to climate change. To mitigate risk factors, the Company engages a cross-departmental working group within the Sustainability Committee to carry out assessments, consulting external experts to account for the specific characteristics of the Company's industry. This process has led to the identification of three key risk factors and three opportunity areas.</p> <p>Transition risks encompass regulations related to renewable energy and carbon fees, as well as enhanced reporting obligations for greenhouse gas emissions. Physical risks involve disaster risk assessments due to the increasing frequency of flood events linked to extreme climate conditions, along with the implementation of appropriate response measures. Opportunity areas include enhancing resource utilization efficiency, designing products for low energy consumption, and collaborating with suppliers to promote low-carbon and efficient production practices.</p> <p>The Company's risk and opportunity analysis on climate change is explained in detail and disclosed in the Company's Sustainability Report. (<a href="https://corp.mediatek.tw/about/sustainability">https://corp.mediatek.tw/about/sustainability</a>)</p>	None

(4) Has the company compiled statistics on greenhouse gas emissions, water consumption, and total weight of waste in the past two years and formulated policies for greenhouse gas reduction, water reduction, or other waste management?	V	<p>A. The Company conducts greenhouse gas emission verification annually in accordance with ISO 14064-1. Greenhouse gas emissions in the past two years are as follows (data coverage: for 2023, includes the Company’s offices in Hsinchu Science Park, Zhubei, Taipei, and Tainan; for 2024, includes the Company and consolidated financial reporting subsidiaries — coverage rate 100%):</p> <table><tr><th colspan="4">Unit: ton CO2e</th></tr><tr><th>Year</th><th>Scope 1</th><th>Scope 2</th><th>Total</th></tr><tr><td>2023</td><td>4,001</td><td>88,299</td><td>92,301</td></tr><tr><td>2024</td><td>5,622</td><td>122,840</td><td>128,462</td></tr></table> <p>Note: Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, and nitrogen trifluoride.</p> <p>In 2023, the greenhouse gas emissions under Scope 1 and 2 totaled 92,301 tons of CO2e, with electricity emissions under Scope 2 accounting for 95.67% of total emissions, followed by Scope 1 emissions from LPG used in daily life and diesel fuel used in emergency systems, which accounted for 4.33%.</p> <p>In 2024, the greenhouse gas emissions under Scope 1 and Scope 2 totaled 128,462 tons of CO2e, with electricity emission under Scope 2 accounting for 95.62% of total emissions, followed by Scope 1 emissions from LPG used in daily life and diesel fuel used in emergency systems, which accounted for 4.38%.</p> <p>The aforementioned greenhouse gas emissions inventory for both 2023 and 2024 was conducted in accordance with the provisions of ISO 14064-1:2018, and verified by the third-party verification organization, Taiwan Bureau Veritas. The inventory data of the remaining subsidiaries in the consolidated financial statements are expected to be done by a third-party verification agency in 2025.</p> <p>B. The Company has consistently prioritized the protection of water resources and environmental protection issues. In accordance with ISO 14046, water footprint assessments are conducted. To enhance water conservation, the Company implements daily water-saving practices to maximize the effectiveness of its water resource management. Water consumption in the past two years is as follows (data coverage: includes the Company’s offices in Hsinchu Science Park, Zhubei, Taipei, and Tainan — coverage rate 100%):</p> <table><tr><th colspan="3">Unit: million liters</th></tr><tr><th>Year</th><th>Total Water Consumption</th><th>Water Saving</th></tr><tr><td>2023</td><td>507</td><td>22.9</td></tr><tr><td>2024</td><td>525</td><td>23.4</td></tr></table> <p>The Company invested in various improvement measures, such as using water-saving equipment (including inductive water-saving faucets, water-saving toilets, and the use of water-saving faucets in recycling areas for washing water) and setting up an air-conditioning condensate water/RO residual water recovery system. In 2023, through effective management of water resource utilization and the implementation of water-saving technologies, approximately 22.9 million liters of water were conserved, achieving a water savings rate of 4.3%. In 2024, similar efforts resulted in the conservation of approximately 23.4 million liters of water, maintaining the water savings rate at 4.3% and meeting the originally set target. Moving forward, various water reduction measures will continue to be implemented. The water footprint inventory for 2024 was verified in accordance with ISO 14046 standards and received validation from a third-party verification agency, Taiwan Bureau Veritas.</p> <p>C. To maximize the benefits of effective waste management and recycling, the Company emphasizes waste reduction. It efficiently sorts, recycles, reuses, and properly disposes of waste while continually working to minimize the environmental impact of waste storage, transportation, and processing. To ensure effective waste flow management, the Company carefully selects qualified waste disposal and recycling suppliers, who are regularly audited to assess their waste disposal processes. Waste disposed of in the past two years is as follows (data coverage: includes the Company’s offices in Hsinchu Science Park, Zhubei, Taipei, and Tainan — coverage rate 100%):</p>	Unit: ton CO2e				Year	Scope 1	Scope 2	Total	2023	4,001	88,299	92,301	2024	5,622	122,840	128,462	Unit: million liters			Year	Total Water Consumption	Water Saving	2023	507	22.9	2024	525	23.4	None
Unit: ton CO2e																															
Year	Scope 1	Scope 2	Total																												
2023	4,001	88,299	92,301																												
2024	5,622	122,840	128,462																												
Unit: million liters																															
Year	Total Water Consumption	Water Saving																													
2023	507	22.9																													
2024	525	23.4																													

Assessment Item	Implementation Status				Differences and Reasons Compared to the Sustainable Development Best Practices		
	Yes	No	Summary Description				
4. Social Issues			2023 (Unit: ton)				
			Category	Waste Category	Disposal Method	Disposal Amount	Percentage
			General waste	Domestic waste	Incineration	130.55	59.13%
				Waste paper	Recycle	46.32	20.98%
				Metal containers	Recycle	0.14	0.06%
				Aluminum containers	Recycle	-	-
				Lighting products	Recycle	-	-
			Hazardous waste	Electronic components, scrap materials, and defective products	Outsourced processing	43.78	19.83%
			Total		220.79	100%	
			2024 (Unit: ton)				
			Category	Waste Category	Disposal Method	Disposal Amount	Percentage
			General waste	Domestic waste	Incineration	132.08	56.70%
				Waste paper	Recycle	48.95	21.01%
				Metal containers	Recycle	0.15	0.06%
				Aluminum containers	Recycle	0.15	0.06%
				Lighting products	Recycle	-	-
			Hazardous waste	Electronic components, scrap materials, and defective products	Outsourced processing	51.65	22.17%
			Total		232.98	100%	
			Please refer to 5.3 Facility Management in the Company’s 2023 Sustainability Report for detailed implementation and related policies for greenhouse gas, water resources, and waste management.				
			<a href="https://corp.mediatek.tw/about/sustainability">https://corp.mediatek.tw/about/sustainability</a>				

(1) Has the company formulated relevant management policies and procedures in accordance with the relevant laws and regulations and international human rights conventions?	V	<p>The Company complies with local laws and regulations in its global operations and endorses and supports the principles outlined in international human rights conventions, such as the Universal Declaration of Human Rights by the United Nations. The Company treats all employees with dignity and respect and endeavors to prevent any actions that violate human rights.</p> <p>The Company’s policy on human rights specifically includes:</p> <ul style="list-style-type: none"><li>- Prohibiting any form of discrimination in employment and treating people equally and with respect.</li><li>- Helping employees to maintain mental and physical health and balance work and life.</li><li>- Prohibiting forced labor, human trafficking, and child labor.</li><li>- Offering a safe and healthy working environment.</li><li>- Being responsible for mineral sourcing.</li></ul> <table><tr><th>Aspects of Human Rights</th><th>Specific Measures</th></tr><tr><td>Respect for labor rights and prohibit forced labor</td><td>Respect the free labor will of all workers, strictly prohibit the employment of workers who are subject to any form of coercion and restraint, have zero tolerance for any form of coercion or inhumane treatment of hired workers, and prohibit the employment of child labor. Please refer to “VI. Corporate Sustainability Development - 1.1. Employee Experience - A. Employment” of the annual report for more details.</td></tr><tr><td>Establish open communication channels</td><td>Establishing “I have a good suggestion” platform on the internal network, which encourages employees to share their opinions and ideas and respond promptly to any concerns or suggestions. Establishing an “employee complaint inbox” mechanism that provides a safe and confidential platform to assist employees in handling work-related or management-related issues. Please refer to “VI. Corporate Sustainability Development - 1.1. Employee Experience - B. Employee Communication” of the annual report for more details.</td></tr><tr><td>Establish an equal workplace</td><td>Provide fair job opportunities and remuneration systems, prohibit any form of discrimination and harassment, commit to supporting the value of diversity and inclusion, respect individual differences of employees, and implement and create a friendly workplace with equal opportunities. Please refer to “VI. Corporate Sustainability Development - 1.1. Employee Experience - J. Promoting Workplace Diversity and Gender Equality” of the annual report for more details.</td></tr><tr><td>Provide a safe and healthy working environment</td><td>Implement workplace health and safety, pay attention to employees’ physical and mental health and work-life balance, and provide a conducive and sound workplace environment. Please refer to “VI. Corporate Sustainability Development - 1.1. Employee Experience - D. Work Environment Safety and Employee Healthcare” of the annual report for more details.</td></tr><tr><td>Ensure information security</td><td>Respecting employees’ and customers’ data privacy and ensuring that the collection and use of data comply with legal requirements.</td></tr><tr><td>Implement stakeholder engagement</td><td>Through various channels such as the corporate website and e-newsletters, regularly empowering stakeholders to understand human rights and the Company’s human rights policy and working together to uphold human rights.</td></tr><tr><td>Assist employees to maintain physical and mental health and work-life balance</td><td>Holding various health promotion activities, with a total of 35 events held in 2024, including sports events, health lectures, blood donations, influenza vaccinations, hiking, CPR+AED promotion, and the Taipei Marathon, to promote employees’ health.</td></tr><tr><td>Review and assess regularly human rights issues and implement an effective grievance mechanism</td><td>Evaluating potential human rights risks in operational activities and developing mitigation and remediation measures. Set up a 24-hour complaints channel, including the “Employee Internal Complaints Box,” “Prevention of Sexual Harassment Hotline and Complaints Box,” and “Feedback Box,” and commit to protecting complainants from retaliation. After receiving a complaint, conducting relevant investigations in accordance with regulations, and taking necessary remedies and responses if the complaint is found to be true.</td></tr></table>	Aspects of Human Rights	Specific Measures	Respect for labor rights and prohibit forced labor	Respect the free labor will of all workers, strictly prohibit the employment of workers who are subject to any form of coercion and restraint, have zero tolerance for any form of coercion or inhumane treatment of hired workers, and prohibit the employment of child labor. Please refer to “VI. Corporate Sustainability Development - 1.1. Employee Experience - A. Employment” of the annual report for more details.	Establish open communication channels	Establishing “I have a good suggestion” platform on the internal network, which encourages employees to share their opinions and ideas and respond promptly to any concerns or suggestions. Establishing an “employee complaint inbox” mechanism that provides a safe and confidential platform to assist employees in handling work-related or management-related issues. Please refer to “VI. Corporate Sustainability Development - 1.1. Employee Experience - B. Employee Communication” of the annual report for more details.	Establish an equal workplace	Provide fair job opportunities and remuneration systems, prohibit any form of discrimination and harassment, commit to supporting the value of diversity and inclusion, respect individual differences of employees, and implement and create a friendly workplace with equal opportunities. Please refer to “VI. Corporate Sustainability Development - 1.1. Employee Experience - J. Promoting Workplace Diversity and Gender Equality” of the annual report for more details.	Provide a safe and healthy working environment	Implement workplace health and safety, pay attention to employees’ physical and mental health and work-life balance, and provide a conducive and sound workplace environment. Please refer to “VI. Corporate Sustainability Development - 1.1. Employee Experience - D. Work Environment Safety and Employee Healthcare” of the annual report for more details.	Ensure information security	Respecting employees’ and customers’ data privacy and ensuring that the collection and use of data comply with legal requirements.	Implement stakeholder engagement	Through various channels such as the corporate website and e-newsletters, regularly empowering stakeholders to understand human rights and the Company’s human rights policy and working together to uphold human rights.	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(2) Does the company formulate and implement reasonable employee welfare measures (including compensation, vacations, and other benefits) and appropriately reflect operating performance or results in employee compensation?	V	<p><b>Employee welfare measures</b></p> <p>The Company offers benefits that go beyond legal compliance, including flexible leave options, paid volunteer leave, and group employee stock ownership subsidy plans. Furthermore, beginning in May 2024, the maternity leave for female employees was extended from 8 weeks to 12 weeks, while paternity leave for male employees increased from 7 days to 10 days, exceeding legal requirements. Additionally, the childbirth subsidy was raised to NT\$10,000 per child. By continually enhancing family support benefits, the Company aims to assist employees and their families at various stages of life.</p> <p>In addition, the Company has the Employee Welfare Committee in place and allocates more than NT\$200 million of welfare to the Committee every year to offer benefits with more variety. A flexible welfare policy was implemented in 2019 where employees can apply for subsidies with more flexibility in four categories, including travel, shopping, health examinations, and group insurance. The Company also provides marriage subsidies, maternity subsidies, funeral grants, and emergency allowances. Every employee has an annual health examination, parking space, and meal allowance, to name a few.</p> <p><b>Diversity and equality in the workplace</b></p> <p>The Company is committed to creating a friendly and fair workplace, providing equal compensation and promotion opportunities for global talents. The proportion of female employees was 18.3% as of December 31, 2024, as detailed below:</p> <table><tr><th rowspan="2"></th><th colspan="2">Male</th><th colspan="2">Female</th></tr><tr><th>Number of People</th><th>Proportion of All Employees</th><th>Number of People</th><th>Proportion of All Employees</th></tr><tr><td>Senior Executives</td><td>70</td><td>97.2%</td><td>2</td><td>2.8%</td></tr><tr><td>All employees</td><td>15,837</td><td>81.7%</td><td>3,557</td><td>18.3%</td></tr></table> <p>Note 1: Including full-time and contract employees.</p> <p>Note 2: Senior managers are Business Unit Managers and above.</p> <p>Note 3: Excluding personnel from independently operated subsidiaries, such as Airoha Technology and Richtek Technology.</p> <p>The Company launched the Women in Tek (WIT) community initiative in 2015 to promote women’s development. WIT transformed into an Employee Resource Group (ERG) at headquarters in Taiwan in 2022. WIT continues to connect female employees from offices around the world through both physical and online methods. In addition, Global Family, another ERG, was founded at headquarters in 2022, providing a community for overseas employees to feel a sense of belonging when working abroad. In October 2023, headquarters introduced the intergenerational ERG, Intergenerations Connect (I-Connect) to promote interpersonal connections and experience sharing among different generations while promoting talent sustainability.</p> <p>Furthermore, the Company values employee welfare, providing physical and mental healthcare for various employee groups to maintain a good working environment, including (1) maternal healthcare, such as setting up breastfeeding rooms, and providing pregnancy protection and assessment by on-site doctors; (2) in-house pre-schooling, which provides a nurturing teaching environment to assist employees in taking care of family and work; and (3) the external employee assistance program (EAP), providing professional consultation services in areas of work, family, mental health, and legal counseling. To support employees in starting families, a customized newborn gift box was launched by the Company in 2023, with over 1,000 colleagues worldwide who became parents receiving the gift box to date.</p> <p><b>Business performance reflected in employee compensation</b></p> <p>The Company regularly measures market salary levels and links corporate performance to employee remuneration. It also references macroeconomic indicators to establish a reasonable salary and compensation policy to ensure overall salary competitiveness. Additionally, through regular performance evaluations and development mechanisms, the Company provides a platform for two-way communication and interaction to achieve organizational and individual development. Based on performance results, corresponding rewards are given to motivate employees and foster mutual growth with the Company.</p>		Male		Female		Number of People	Proportion of All Employees	Number of People	Proportion of All Employees	Senior Executives	70	97.2%	2	2.8%	All employees	15,837	81.7%	3,557	18.3%	None
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Assessment Item	Implementation Status			Differences and Reasons Compared to the Sustainable Development Best Practices
	Yes	No	Summary Description	
			<p>According to the Company's Articles of Incorporation, Article 24, if the Company makes a profit during the year, no less than 1% shall be allocated for employee remuneration. However, when there are accumulated losses, the compensation amount shall be reserved in advance. Employees of the Company meeting certain specific requirements are entitled to receive employee remuneration in shares or cash. The requirements are authorized to be determined by the Board.</p> <p>The Company provides sustainable, reasonable, and competitive compensation to attract top-tier talent and strengthen the retention of existing employees. Every year the Company reviews current compensation levels against market rates, taking macroeconomic indicators into consideration, to ensure its competitiveness within the industry. Overall compensation policies adhere to the Company's short-term and mid- to long-term operational goals. They have been established in accordance with individual duties and roles, knowledge, skills, and capabilities, performance, and level of engagement. The Company makes appropriate annual adjustments to base salaries in accordance with local macroeconomic conditions, overall market compensation standards, and other relevant guidelines when implementing the ethos of labor-management profit sharing.</p>	
<b>(3) Does the company provide a safe and healthy working environment for employees and regularly implement safety and health education for employees?</b>	V		<p>With high regard for employee safety, the Company conducts hazard identification and risk evaluations for critical operations and events with higher potential hazards in pursuing a zero-disaster target in the workplace. Since 2015, the Company has been conducting regular evacuation drills for all employees that are superior to those of our peers to familiarize all the employees with the evacuation routes, assembly sites, and personnel count. Fire extinguishing and first aid for the injured are also included in the drills that take place at office buildings in Hsinchu, Zhubei, Taipei, and Tainan, with attendance totaling 10,418 (participation rate of 89.9%). To ensure environmental safety without any blind spots, the Company provides irregular safety reminders to employees and visitors and conducts regular inspections of offices, public areas, meeting rooms, laboratories, customer office areas, and equipment areas for environmental and operational safety. More details are as follows:</p> <p>Environmental Safety Management:</p> <ul style="list-style-type: none"> <li>- Monitor the operation and safety of the Company's fire extinguisher/suppression system, water/electricity system, and air conditioning system around the clock.</li> <li>- Safety inspections of the office environment, equipment, and computer rooms.</li> <li>- Conduct labor safety and health training for new employees on a monthly basis.</li> <li>- Conduct disaster prevention and evacuation drills for all employees to continuously strengthen their emergency management capabilities on a yearly basis.</li> <li>- Commission SGS to perform annual audits of the Company's ISO 45001 occupational health and safety management system and ISO 14001 environmental management system. The ISO 14001 certification is valid from August 17, 2022 to August 17, 2025, and was renewed prior to its expiration, extending from February 14, 2025 to February 14, 2028 for the Hsinchu Science Park A and B office buildings. Similarly, the ISO 45001 certification is valid from July 30, 2022 to July 30, 2025 and was also renewed before its expiration, covering the period from February 22, 2025 to February 14, 2028 for the same office buildings.</li> <li>- Promote traffic and working safety-related concepts and items on an ad-hoc basis.</li> </ul> <p>In 2024, there were 2 cases of occupational accidents involving employees, resulting in a total of 2 injuries and accounting for 0.01% of the total number of employees. No fire incidents occurred in 2024.</p> <p>The Company has a wellness center with on-site doctors from the Hsinchu Branch of NTU Hospital to provide professional consultation and services. AEDs are installed in all office areas, and training for AED and CPR is conducted regularly throughout the year to provide a safe and healthy working environment for employees.</p>	None

Assessment Item	Implementation Status			Differences and Reasons Compared to the Sustainable Development Best Practices
	Yes	No	Summary Description	
(4) Does the company provide its employees with career development and training programs?	V		<p>The Company offers comprehensive career training blueprints to managers and employees at all levels, including those for orientation, professional training, and management training, to assist them in learning and growing through structural programs and caters to diverse learning methods. The Company has also introduced corporate ethics development-related programs to cultivate key capabilities.</p> <p>In annual performance reviews, employees and their managers collaboratively plan for future work, goals, and development plans as a way to assist employees in building their best development plans through regular reviews and feedback.</p>	None
(5) With regard to customer health and safety, customer privacy, and marketing and labeling of products and services, does the company follow relevant regulations and international standards and formulate relevant protection policies and appeal procedures for consumer rights?	V		<p>The marketing and labeling of the Company's products and services comply with the relevant regulations and international standards. It has implemented a Personal Information Protection Management System and an Intellectual Property Information Management Policy (PIM) to effectively manage and safeguard customer privacy. Customer data is protected through a combination of internal audits, external verifications, crisis prevention measures, and ongoing education and training. Additionally, the Company has established policies for customer communication and rights to ensure the protection of customer rights.</p> <p>To streamline the customer support process, enhance efficiency, and optimize the overall customer experience, the Company has developed the MediaTek On-Line platform. This platform enables the Company to better understand customer needs, expedite product development, reduce time to market, and create products that align with customer expectations. Customers can submit questions or suggestions regarding products or services through the e-Service online inquiry function. The Company's experts will address these inquiries or direct them to the appropriate department based on their nature. The Company is dedicated to systematically resolving customer challenges in product development and delivering exceptional customer service in real time.</p>	None
(6) Does the company have supplier management policies that require suppliers to follow relevant regulations on environmental protection, occupational safety and health or labor human rights, and their implementation?	V		<p>The Company has formulated the MediaTek Supplier Code of Conduct based on the Code of Conduct of the Responsible Business Alliance, the ILO Tripartite Declaration of Principles, and the United Nations Universal Declaration of Human Rights. It covers five major aspects: labor and human rights, health and safety, environmental protection, code of ethics, and management systems. All suppliers are required to sign a letter of guarantee to abide by this code of conduct, and annual reviews are conducted to continuously track the actual compliance level of suppliers.</p>	None
5. Does the company refer to internationally used report preparation standards or guidelines to prepare sustainability reports and other reports that disclose the company's non-financial information? Has the above-mentioned report obtained confirmation or assurance from a third-party verification agency?	V		<p>The Company prepared the 2023 MediaTek Sustainability Report in accordance with the GRI Standards. This report has successfully undergone review by the British Standards Institution (BSI) for its inclusiveness, materiality, responsiveness, and impact in alignment with the AA1000 Accountability Principles (2018) and the GRI Sustainability Reporting Principles. As a result, the Company received the AA1000 Assurance Standard v3 Medium Assurance Level Independent Assurance Statement. The Sustainability Report is available on the Company's website.</p> <p>(<a href="https://corp.mediatek.tw/about/sustainability">https://corp.mediatek.tw/about/sustainability</a>)</p>	None
<p>6. If the Company has established the sustainable development policies based on the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,” please describe any discrepancies between the Principles and its implementation:</p> <p>The Company has set up a sustainable development policy in written form and the practices are in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.” The policy is implemented after approval by the Audit Committee and the Board of Directors, and the same is applied when it is amended.</p>				
<p>7. Other important information to facilitate a better understanding of the company's sustainable development practices:</p> <p>Please refer to the Company's website at <a href="https://corp.mediatek.tw/about/sustainability/community-engagement">https://corp.mediatek.tw/about/sustainability/community-engagement</a>.</p>				

### 3.5.1 Implementation Status of Climate-Related Information

Item	Implementation Status
1. Describe the Board and management’s supervision and governance of climate-related risks and opportunities.	The Environmental Working Group reports quarterly to the Sustainability Committee on the assessment and plans for climate risks and energy efficiency at the Company’s operational sites, as well as various environmental impact assessments and targets set for the supply chain. Additionally, it reports annually to the Sustainability Committee and the Chairperson (Vice Chairman and CEO) on the execution plans for the year and reviews past implementation performance. Lastly, the discussion and execution results are reported to the Board annually.

Item	Implementation Status				
<b>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the company (short term, medium term, long term).</b>	Through the cross-departmental working group of the Sustainability Committee and further consideration of the nature of the Company's industry with external experts, the following climate-related risks and opportunities highly relevant to the Company in the short term (1-2 years), medium term (by 2030), and long term (by 2050) are summarized below:				
	<b>Type</b>	<b>Factor/Issue</b>	<b>Term</b>	<b>Potential Operational and Financial Impact</b>	<b>Response Measures</b>
	<b>Transformation risk</b>	International low-carbon transformation trends and greenhouse gas emission pricing regulations	Long	- To address the emerging regulations related to renewable energy and carbon fees, additional costs are required, thereby increasing operating expenses.	- Increase the proportion of renewable-energy use. - Continue to promote energy-saving measures.
		Greenhouse gas emissions reporting obligations	Short	- Regulations require greenhouse gas emission information, and investment is required to improve greenhouse gas inventory. - Failure to report complete emissions truthfully will fail to meet the requirements of the competent authorities and customer expectations, resulting in risk of non-compliance and failure to meet customer needs, affecting business partnerships.	- Continuously improve greenhouse gas inventory procedures and quality. - Collect the renewable energy usage data and greenhouse gas emissions of suppliers in the Company's product lines annually. - Regularly review the overall supply chain emissions every year and continue to require suppliers to reduce carbon emissions.
	<b>Physical risk</b>	Increased severity and frequency of extreme weather events	Long	- Disasters caused by extreme weather, such as increased frequency of flooding, impact equipment at the Company's operational sites and supply chain production facilities, resulting in delayed or interrupted supply.	<b>Supply Chain:</b> - Ensure that suppliers develop operational continuity plans that address climate physical risks and conduct emergency response drills and reviews on an irregular basis. - If a climate disaster may affect production or the supply of the Company's products, an emergency response procedure will be immediately initiated. <b>Direct Operations:</b> - Property insurance. - Establish a response team before extreme weather events occur, implement typhoon and flood prevention measures, activate the response team's stay mechanism when an event occurs, and carry out recovery actions after the event. - Establishing a remote office mechanism for employees.
	<b>Opportunities</b>	Encourage supply chains to improve resource efficiency	Short	- Proactively meet diverse regional market demands for IC product carbon footprints by regularly updating emission reduction expectations for existing and new customers, thereby strengthening partnerships and driving revenue growth.	- Collaborate with key suppliers to establish a product net-zero roadmap based on future production capacity, while developing and regularly reviewing short-, medium-, and long-term targets for renewable energy usage and carbon reduction.
		Enhance energy efficiency in existing buildings and ensure new sites comply with green building standards	Medium	- Promote energy-saving projects and implement green building standards to reduce energy costs.	- Invest in energy-saving projects to reduce electricity consumption at operational locations. - Ensure new buildings are constructed in accordance with green building standards.
		Products designed for low-power consumption, enabling end consumers to reduce energy usage during operation.	Medium	- Continuous investment in innovative research and development to reduce carbon emissions generated during the product usage stage while enhancing the low-carbon competitiveness of products.	- Adjust chip system architecture, optimize algorithms, and expedite the adoption of advanced processes to reduce product energy consumption and miniaturize designs, thereby minimizing environmental impact.

Item	Implementation Status				
3. Describe the financial impact of extreme weather events and transition actions.	<p>1. Energy efficiency and carbon reduction in operations (climate mitigation management strategy)</p> <p>MediaTek is committed to promoting environmental protection, energy efficiency, and carbon reduction actions, seeking any possible ways to mitigate climate change. In 2022, the Company announced its goal of achieving net zero emissions by 2050 and aims to secure Science-Based Target (SBT) approval by the second half of 2025. Given the industry’s characteristics, the primary source of emissions is electricity consumption. Therefore, the Company commits to sourcing 100% renewable energy for electricity in its global offices (excluding data centers) by 2030. Key actions include implementing energy-saving and carbon-reduction measures at global locations and gradually increasing the use of renewable energy through the installation of new renewable energy systems and the purchase of renewable energy. These efforts aim to mitigate climate change and minimize potential carbon costs.</p> <table><tr><th>Response Measures</th><th>Benefits</th></tr><tr><td>The primary measures include the establishment of solar power plants, procurement of renewable energy, replacement of lighting equipment, construction of new energy-efficient data centers, upgrading of old data centers with new immersion cooling technology, and implementation of ISO 50001.</td><td>Reduction of approximately 18,564 tons of CO2 emissions annually.</td></tr></table>	Response Measures	Benefits	The primary measures include the establishment of solar power plants, procurement of renewable energy, replacement of lighting equipment, construction of new energy-efficient data centers, upgrading of old data centers with new immersion cooling technology, and implementation of ISO 50001.	Reduction of approximately 18,564 tons of CO2 emissions annually.
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	<p>2. Climate disaster adaptation (climate adaptation management strategy)</p> <ul style="list-style-type: none"><li>Own operations: A typhoon response team is established prior to a typhoon, implementing flood prevention measures such as inspecting generators, firefighting systems, and pumping equipment, as well as preparing sandbags and inspecting office environments. When a typhoon strikes, the response team remains on-site to monitor and ensure that all critical equipment is functioning properly. Following the typhoon, recovery actions are taken to restore all systems and the environment to normal.</li><li>Supply chain: MediaTek’s supply chain primarily consists of foundries and outsourced semiconductor assembly and test (OSAT) facilities. The Company’s suppliers are specialized semiconductor foundries that demonstrate strong quality, manufacturing capability, and risk management. In response to extreme weather and climate-related disasters, the Company requires suppliers to develop business continuity plans addressing physical climate risks. Regular emergency response drills are conducted, and supply chain partners are encouraged to disclose climate-related risks and opportunities, along with detailed information on potential financial impacts and mitigation measures for stakeholders. When climate disasters threaten supplier operations and potentially affect MediaTek’s production or supply, the Company promptly activates its emergency response procedures. A dedicated team manages and monitors supplier risks and implements measures to minimize the impact of physical climate risks on product supply.</li></ul> <table><tr><th>Response Measures</th><th>Benefits</th></tr><tr><td>(1) Own operations: A response team is established prior to potential impacts to implement typhoon and flood prevention measures. The team’s stay mechanism is activated during the event, followed by recovery actions afterward.  (2) Supply chain: Suppliers are required to develop operational continuity plans to address physical climate risks, conduct emergency response drills and reviews periodically, and encourage supply chain partners to disclose information on climate-related risks and opportunities.</td><td>No financial impact has occurred due to climate disasters that cause operational interruptions or disruptions.</td></tr></table>	Response Measures	Benefits	(1) Own operations: A response team is established prior to potential impacts to implement typhoon and flood prevention measures. The team’s stay mechanism is activated during the event, followed by recovery actions afterward.  (2) Supply chain: Suppliers are required to develop operational continuity plans to address physical climate risks, conduct emergency response drills and reviews periodically, and encourage supply chain partners to disclose information on climate-related risks and opportunities.	No financial impact has occurred due to climate disasters that cause operational interruptions or disruptions.
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<p>3. Climate opportunities (low-carbon product innovation)</p> <p>MediaTek’s core technology lies in chip design, and we are committed to integrating environmental sustainability considerations from the initial design stage. Throughout the product lifecycle—during both usage and disposal—the Company strives to reduce energy consumption and minimize product size by optimizing chip system architecture, refining algorithms, and accelerating the adoption of advanced manufacturing processes. By doing so, the Company seizes on climate opportunities to offer customers lower-carbon products.</p> <table><tr><th>Response Measures</th><th>Benefits</th></tr><tr><td>Invest in innovative research and development to reduce product energy consumption and minimize product size.</td><td>Through adjustments to the chip system architecture, algorithm optimization, and the accelerated adoption of advanced processes, the energy consumption ratio of key products during the usage phase is estimated to have decreased by 20% in 2024 compared to 2023.</td></tr></table>	Response Measures	Benefits	Invest in innovative research and development to reduce product energy consumption and minimize product size.	Through adjustments to the chip system architecture, algorithm optimization, and the accelerated adoption of advanced processes, the energy consumption ratio of key products during the usage phase is estimated to have decreased by 20% in 2024 compared to 2023.	
Response Measures	Benefits				
Invest in innovative research and development to reduce product energy consumption and minimize product size.	Through adjustments to the chip system architecture, algorithm optimization, and the accelerated adoption of advanced processes, the energy consumption ratio of key products during the usage phase is estimated to have decreased by 20% in 2024 compared to 2023.				
4. Describe how the identification, assessment, and management process of climate risks are integrated into the overall risk management system.					
	The Company’s risk management follows its prescribed risk management policies and procedures, integrating significant risks faced in operational activities, including but not limited to governance risks, strategic risks, operational risks, climate risks, financial risks, and compliance risks. Each operational unit is responsible for the actual implementation of risk plans, including risk identification, risk analysis, risk assessment, risk response and control, and self-monitoring. Climate-related risks have been included as one of the reporting topics discussed periodically by the Sustainability Committee.				

Item	Implementation Status																									
5. When using scenario analysis to assess resilience to climate change risks, the context, parameters, assumptions, analysis factors, and key financial impacts should be explained.	<p>1. Assessment of transition risks: MediaTek has established a net zero emissions target for 2050. In evaluating potential carbon emission costs, the Company references the Net Zero Emissions (NZE) scenario published by the International Energy Agency (IEA) as a transition risk scenario for scenario analysis.</p> <p>2. Assessment of physical risks: Evaluation based on IPCC’s most severe climate change scenario assessment, and using the climate change disaster risk map and Aqueduct Floods tool published by TCCIP, assess the physical risks of domestic and foreign locations and suppliers.</p>																									
6. If there is a transition plan to manage climate-related risks, describe the content of the plan, as well as the indicators and goals used to identify and manage physical risks and transition risks.	<p>1. The management of transitional risks is implemented in supply chain sustainability management and the ISO 14001 environmental management system:</p> <p>Suppliers are selected based on three major dimensions of ESG. The Company ensures that they have established effective management systems and organizational structures. Annual on-site and written audits are conducted, along with relevant training sessions or improvement meetings. Supplier conferences are held to recognize and encourage high-quality suppliers. Following the PDCA management cycle, a systematic management approach is employed to maintain alignment between environmental protection goals and implementation strategies. Additionally, a pollution prevention and improvement mechanism is established to enhance MediaTek’s impact on environmental protection.</p> <p>2. The management of physical risks is implemented through the Risk Management Committee, which follows the Company’s prescribed risk management policies and procedures. This committee integrates and addresses significant risks encountered during operational activities, including but not limited to governance risks, strategic risks, operational risks, climate risks, financial risks, and compliance risks. Each operational unit is responsible for the actual execution of risk plans, which encompass risk identification, risk analysis, risk assessment, risk response and control, as well as self-monitoring.</p> <table><tr><th>Relevant Indicators</th><th>Objectives</th><th>Performance and Achievement</th></tr><tr><td rowspan="2">Product Sustainability</td><td>Product energy efficiency improvement</td><td>Reduce energy consumption of primary products by 20% in 2024 vs. 2023.</td></tr><tr><td>Chip miniaturization design</td><td>Major products to achieve a 5% volume reduction in 2024 vs. 2023.</td></tr><tr><td>Cumulative Energy Savings</td><td>Cumulative energy savings rate reaches 16.5% in 2024</td><td>The energy saving rate reached the original target of 16.5% in 2024. Target for 2025 continues to be set at 16.5%.</td></tr><tr><td>Greenhouse Gas Emissions</td><td>By 2030, a 40% reduction in Scope 1 and Scope 2 greenhouse gas emissions compared to the 2020 baseline year. A minimum 25% reduction in Scope 3 greenhouse gas emissions by 2030 compared to the 2020 baseline year. Collaborate with key suppliers to jointly establish annual greenhouse gas reduction targets to reduce carbon intensity by 2% or more.</td><td>Greenhouse gas emissions in 2024 continued to increase, mainly due to the continuous expansion of servers in IT data centers. However, the Company continues to implement energy-saving and carbon-reduction measures and plans to achieve its operational emission reduction target by increasing the proportion of renewable energy usage in the future.</td></tr><tr><td rowspan="2">Renewable Energy Usage</td><td>Continuously establish renewable energy facilities</td><td>In 2024, the existing solar photovoltaic system connected in parallel with Taipower had a total installed capacity of 146.4 kW, generating approximately 176,000 kWh of electricity. Additionally, four rooftop solar power plants were completed and connected by the end of 2024, with a combined installed capacity of 709 kW. A rooftop solar power plant is expected to be constructed on the roof of the New Tongluo Data Center in 2025, with a capacity exceeding 200 kW.</td></tr><tr><td>By 2030, the global group offices (excluding data centers) will use 100% renewable energy</td><td>The Company will continue to plan renewable energy usage targets over the next two years to gradually achieve its corporate greenhouse gas reduction goals.</td></tr><tr><td>Number of Operational Interruptions</td><td>Operational interruption days due to climate-related risks are 0</td><td>There were no operational interruptions due to climate-related risks in 2024.</td></tr><tr><td>Waste Recycling Rate</td><td>Continuously improve recycling rates or reduce the quantity of non-recyclable waste</td><td>The recycling rate increased to 27% in 2024 vs. 26% in 2023.</td></tr></table>	Relevant Indicators	Objectives	Performance and Achievement	Product Sustainability	Product energy efficiency improvement	Reduce energy consumption of primary products by 20% in 2024 vs. 2023.	Chip miniaturization design	Major products to achieve a 5% volume reduction in 2024 vs. 2023.	Cumulative Energy Savings	Cumulative energy savings rate reaches 16.5% in 2024	The energy saving rate reached the original target of 16.5% in 2024. Target for 2025 continues to be set at 16.5%.	Greenhouse Gas Emissions	By 2030, a 40% reduction in Scope 1 and Scope 2 greenhouse gas emissions compared to the 2020 baseline year. A minimum 25% reduction in Scope 3 greenhouse gas emissions by 2030 compared to the 2020 baseline year. Collaborate with key suppliers to jointly establish annual greenhouse gas reduction targets to reduce carbon intensity by 2% or more.	Greenhouse gas emissions in 2024 continued to increase, mainly due to the continuous expansion of servers in IT data centers. However, the Company continues to implement energy-saving and carbon-reduction measures and plans to achieve its operational emission reduction target by increasing the proportion of renewable energy usage in the future.	Renewable Energy Usage	Continuously establish renewable energy facilities	In 2024, the existing solar photovoltaic system connected in parallel with Taipower had a total installed capacity of 146.4 kW, generating approximately 176,000 kWh of electricity. Additionally, four rooftop solar power plants were completed and connected by the end of 2024, with a combined installed capacity of 709 kW. A rooftop solar power plant is expected to be constructed on the roof of the New Tongluo Data Center in 2025, with a capacity exceeding 200 kW.	By 2030, the global group offices (excluding data centers) will use 100% renewable energy	The Company will continue to plan renewable energy usage targets over the next two years to gradually achieve its corporate greenhouse gas reduction goals.	Number of Operational Interruptions	Operational interruption days due to climate-related risks are 0	There were no operational interruptions due to climate-related risks in 2024.	Waste Recycling Rate	Continuously improve recycling rates or reduce the quantity of non-recyclable waste	The recycling rate increased to 27% in 2024 vs. 26% in 2023.
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	By 2030, the global group offices (excluding data centers) will use 100% renewable energy	The Company will continue to plan renewable energy usage targets over the next two years to gradually achieve its corporate greenhouse gas reduction goals.																								
Number of Operational Interruptions	Operational interruption days due to climate-related risks are 0	There were no operational interruptions due to climate-related risks in 2024.																								
Waste Recycling Rate	Continuously improve recycling rates or reduce the quantity of non-recyclable waste	The recycling rate increased to 27% in 2024 vs. 26% in 2023.																								
7. If internal carbon pricing is used as a planning tool, the basis for price determination should be explained.	None.																									

Item	Implementation Status
8. If climate-related goals are set, the activities covered, greenhouse gas emission scopes, planning schedule, progress achieved annually, etc., should be explained. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve the related goals, the source and quantity of carbon offset credits exchanged or the quantity of RECs should be explained.	By 2030, a 40% reduction in Scope 1 and Scope 2 greenhouse gas emissions compared to the 2020 baseline year and a 25% reduction in Scope 3 greenhouse gas emissions compared to the 2020 baseline year. Global group offices (excluding data centers) will use 100% renewable energy, with the aim of achieving net zero greenhouse gas emissions by 2050.



9. Greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans.

1. Greenhouse gas inventory information:

		2023		2024	
		Emissions (tons of CO2e, Taiwan Offices)	Intensity (tons of CO2e per NT\$mnn of Revenue)	Emissions (tons of CO2e, Consolidated Group)	Intensity (tons of CO2e per NT\$mnn of Revenue)
MediaTek	Scope 1 Direct greenhouse gas emissions	4,001		4,185	
	Scope 2 Indirect greenhouse gas emissions	88,299		94,158	
Consolidated Group	Scope 1 Direct greenhouse gas emissions	—		1,437	
	Scope 2 Indirect greenhouse gas emissions	—		28,682	
Total		92,301	0.213	128,462	0.242

Note: Parent company to complete greenhouse gas inventory and verification for year 2023 starting from 2024. Subsidiaries included in the consolidated financial statements to complete greenhouse gas inventory for 2024 starting from 2025.

2. Greenhouse gas assurance information:

Scope of Assurance		2023 Emissions (tons of CO2e)	2024 Emissions (tons of CO2e)
MediaTek	Scope 1 Direct greenhouse gas emissions	4,001	4,185
	Scope 2 Indirect greenhouse gas emissions	88,299	94,158
	Total	92,301	98,343
	% of disclosed inventory data from the aforementioned 1-1-1	100%	100%
Assurance Provider		Taiwan Bureau Veritas	Taiwan Bureau Veritas
Assurance Statement Explanation		Reasonable Assurance under ISO 14064-3:2019	Reasonable Assurance under ISO 14064-3:2019
Assurance Opinion/Conclusion		Unqualified Opinion	Unqualified Opinion

Item	Implementation Status			
	Scope of Assurance		2023 Emissions (tons of CO2e)	2024 Emissions (tons of CO2e)
	MediaTek	Scope 1 Direct greenhouse gas emissions		1,437
		Scope 2 Indirect greenhouse gas emissions		28,682
		Total		30,119
		% of disclosed inventory data from the aforementioned 1-1-1		100%
	Assurance Provider			Expected to be completed in 2025 Q4
	Assurance Statement Explanation			
	Assurance Opinion/Conclusion			
	3. Greenhouse gas reduction targets, strategies, and specific action plans: The baseline year for greenhouse gas reduction is 2020, with total emissions of 84,545 tons of CO2e for Scope 1 and Scope 2.  Targets: In 2025, the energy-saving target for Taiwan offices is 16.5%, corresponding to the greenhouse gas emissions reduction target under Scope 2 of 16.5%. By 2030, the target is to reduce greenhouse gas emissions, compared to the 2020 base year, from Scope 1 and Scope 2 by 40%, reduce emissions from Scope 3 by 25%, and use 100% renewable energy for electricity in global group offices (excluding data centers). By 2050, achieve net zero greenhouse gas emissions.  <u>Reduction strategies:</u> (1) Increase the use of renewable energy and (2) reduce energy consumption. <u>Specific action plans:</u> (1) Procure or build wind and solar power facilities and (2) install LED energy-saving lighting in new office buildings/replace lighting in existing office buildings, and use the latest energy-efficient cooling technology in new data centers. <u>Progress towards goals:</u> Continuous monitoring and review will be conducted to achieve the aforementioned reduction targets in 2025 and subsequent years.			

### 3.6. Implementation Status of Ethical Corporate Management and Reasons for Any Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
1. Establishment of ethical corporate management policies and programs				
(1) Has the company formulated an integrity management policy approved by the board of directors? Does it clearly outline the policies and practices of integrity management in its regulations and external documents, along with a commitment from the board and senior management to actively implement this management policy?	V		The Company upholds six core values — integrity, conviction inspired by deep thinking, customer focus, constant renewal, innovation, and inclusiveness — as guidance for business operations and requires everyone in the Company to strictly follow them. The Company has formulated an ethical corporate management policy approved by the Board of Directors and set up various internal guidelines to ensure ethical corporate management and compliance.	None
(2) Has the Company established a mechanism for assessing the risk of dishonest behavior, regularly analyzing and evaluating the business activities within the scope of business that have a higher risk of dishonest behavior, and accordingly formulating a plan for preventing dishonest behavior, which at least covers the preventive measures for the behaviors in paragraph 2 of Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies”?	V		The Company abides by the operational philosophies of honesty, transparency, and responsibility, grounding its policies on the principle of good faith. It regularly analyzes and assesses business activities within its scope that are at a higher risk of unethical conduct and develops measures to prevent bribery. Additionally, the Company has established a Code of Business Conduct and a Whistleblowing System to strengthen the implementation of these practices.	None
(3) Does the company specify the operating procedures, behavioral guidelines, disciplinary penalties and grievance system in the plan to prevent dishonest behavior, implement them, and regularly review and revise the plan?	V		The Code of Business Conduct and Whistleblowing System established in accordance with Ethical Corporate Management Best Practice Principles set preventive measures against involvement in unethical conduct, including standard operating procedures, conduct guidelines, penalties for violations, and appeal systems, and regularly reviews the aforementioned plans.	None
2. Fulfill operations integrity policy				
(1) Does the company evaluate business partners’ ethical records and include ethics-related clauses in business contracts?	V		Maximizing shareholders and employees’ values has been the Company’s major management principle. The Company follows the Company Act, the Securities and Exchange Act, the Business Entity Accounting Act, the Political Donations Act, the Anti-Corruption Act, the Government Procurement Act, the Act on Recusal of Public Servants due to Conflicts of Interest, and other relevant regulations for listed companies. The Company also conducts due diligence on counterparties’ integrity records and includes ethical principles in relevant contracts before trading with upstream and downstream companies to minimize the risks.	None
(2) Does the company set up a special unit under the board of directors to promote corporate integrity management and regularly (at least once a year) report to the board on its integrity management policies and plans to prevent dishonesty and supervision and implementation?	V		To promote ethical corporate management, the Company’s Board approved the “Ethical Corporate Management Best Practice Principles” on October 30, 2015, which designated the Human Resource Department and Legal & Intellectual Property Department to make policy and the Audit Division to monitor execution results. The Principles are available on the Company website, reflecting its commitment to ethical corporate management. The ethical corporate management policies are promoted by the Legal & Intellectual Property Department, which reports the implementation status to the Board annually (on October 30 in 2024). The Company regularly conducts integrity-related educational training courses covering the topics of code of business conduct (annually), intellectual property information management (annually), insider trading prevention, personal data protection policy, and trade secret infringement prevention. In 2024, the number of people who completed the training was 45,360, with total training time of 5,136 hours.	None
(3) Does the company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement them?	V		The Company’s “Code of Business Conduct” and “Code of Conduct for Directors and Executive Officers” clearly define policies to prevent conflicts of interest. In addition, the Company also designates a contact window for each department to consult, communicate, or resolve relevant issues to achieve results rapidly and effectively.	None

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
(4) Whether the company has established an effective accounting system and internal control system for the implementation of integrity management, and the internal audit unit formulates the relevant audit plan based on the assessment results of the risk of dishonesty, and checks compliance with the plan to prevent dishonesty, or entrust an accountant to perform the audit?	V		The Company has implemented an effective accounting system and internal control mechanisms that are continuously reviewed and assessed to ensure their design and execution remain effective. Internal auditors evaluate risks based on these assessments and conduct regular or periodic compliance checks related to internal controls.	None
(5) Does the company regularly hold internal and external educational trainings on operational integrity?	V		Operational integrity is the core value of the Company. The Company is committed to and regularly holds education and training programs to promote the core value of operational integrity.	None
<b>3. Operation of the integrity channel</b>				
(1) Does the company establish both a reward/punishment system and an integrity hotline? Can the accused be reached by an appropriate person for follow-up?	V		The Company's "Code of Business Conduct" and "Reporting Method" are disclosed on the Company's website and state the reporting channels. Any person can report any inappropriate behavior and the Company will assign a senior management team to handle related issues. The Audit Department is responsible for receiving and handling such reports, and reports will be forwarded to different management levels depending on the personnel involved in the reported situation.	None
(2) Does the company establish standard operating procedures for confidential reporting on investigating accusation cases?	V		The Company sets related reporting and handling procedures for the investigations of misconduct. The Company's "Code of Business Conduct" and "Reporting Method" clearly state that the personal data and reporting information of the informant should be kept confidential.	None
(3) Does the company provide proper whistleblower protection?	V		The Company established precautions in order to protect whistleblowers.	None
4. Does the company disclose its ethical corporate management policies and the results of its implementation on the company's website and MOPS?	V		The Company discloses and advocates "Ethical Corporate Management Best Practice Principles" on the Company's internal website. The Company also discloses "Ethical Corporate Management Best Practice Principles" and its practices on the Company's external website. In addition, the annual report, which includes relevant information about ethical corporate management, is disclosed on the MOPS website.	None
<b>5. If the company has established its ethical corporate management policies based on "the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies," please describe any discrepancy between the policies and their implementation.</b> The Company has established an ethical corporate management policy, which all employees, managers, and members of the Board of Directors are required to adhere to, along with the relevant regulations. The operation of the Company's ethical conduct is consistent with the content of the code.				
<b>6. Other important information to facilitate a better understanding of the company's ethical corporate management policies (e.g., reviews and amendments of its policies).</b> Please refer to the "Corporate Governance" section of the annual report for more details.				

### 3.7. Other Important Corporate Governance Information

The Company continues to invest resources to strengthen its corporate governance operations. These include adding corporate governance sessions and attaching corporate governance guidelines and regulations for download on the Company's website, disclosing material information in a timely matter, and hosting regular investor conferences.

#### 3.7.1 Directors Profession Enhancement Status

Title/Name	Date	Host by	Training / Speech title	Hours
<b>Chairman Ming-Kai Tsai</b>	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Achieve Net Zero Emissions (I)	3
	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Address Net Zero Emissions (II)	3
<b>Vice Chairman and CEO Rick Tsai (Lih-Shyng Tsai)</b>	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Achieve Net Zero Emissions (I)	3
	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Address Net Zero Emissions (II)	3
<b>Director &amp; President &amp; COO Joe Chen</b>	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Achieve Net Zero Emissions (I)	3
	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Address Net Zero Emissions (II)	3
<b>Director Cheng-Yaw Sun</b>	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Achieve Net Zero Emissions (I)	3
	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Address Net Zero Emissions (II)	3
<b>Independent Director Chung-Yu Wu</b>	May 27, 2024	Securities and Futures Institute	Introduction to the Latest Tax Laws and Tax Saving Strategies for Major Shareholders	3
	May 27, 2024	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3
	May 9, 2024	Taiwan Corporate Governance Association	Intellectual Property Management and Corporate Governance	3
	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Achieve Net Zero Emissions (I)	3
	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Address Net Zero Emissions (II)	3
	Aug 1, 2024	Taiwan Corporate Governance Association	Cybersecurity Governance Strategies for Listed Companies from the Perspective of ESG Corporate Sustainability	3
	Sep 24, 2024	Securities and Futures Institute	Advanced Seminar for Directors, Supervisors (including Independent Directors), and Corporate Governance Officers: "Global AI Development and Governance: Observations on the US, Europe, and China"	3
<b>Independent Director Peng-Heng Chang</b>	Sep 24, 2024	Securities and Futures Institute	Advanced Seminar for Directors, Supervisors (including Independent Directors), and Corporate Governance Officers: "Discussing Three Practical Principles and Cases of Integrity Management, Corporate Governance, and Sustainable Development (including Gender Equality)"	3
	May 22, 2024	Taiwan Corporate Governance Association	Corporate Social Responsibility and Labor Law Practices	3
	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Achieve Net Zero Emissions (I)	3
<b>Independent Director Syrar Shirley Lin</b>	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Address Net Zero Emissions (II)	3
	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Achieve Net Zero Emissions (I)	3
<b>Independent Director Yao-Wen Chang</b>	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Achieve Net Zero Emissions (I)	3
	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Address Net Zero Emissions (II)	3
	Jul 19, 2024	Taiwan Corporate Governance Association	Best Practices for Audit Committee in Exercising Authority (including the Role and Functions of the Chairperson)	3
	Oct 15, 2024	The Allied Association for Science Park Industries	Essential Financial Statement Interpretation Skills and Case Analysis for Directors and Supervisors	3

### 3.7.2 Key Management Profession Enhancement Status

Title/Name	Date	Organizer	Topic	Hours
Co-COO & Corporate Executive Vice President & CFO & Spokesman David Ku	Jun 6, 2024	Accounting Research and Development Foundation	Practical Workshop on Preparation of Consolidated Financial Statements	6
	Sep 25, 2024	Accounting Research and Development Foundation	Practical Analysis of the Impact of ESG Sustainability Policies, Net-Zero Carbon Emissions, and Latest Regulations on Annual Report Preparation	6
Associate General Manager, Internal Audit Kirin Liu	Aug 13, 2024	The Institute of Internal Auditors	Risk-Oriented Internal Audit Methods and Practices	6
	Aug 29, 2024	The Institute of Internal Auditors	Case Studies on Breach of Fiduciary Duty and Unconventional Transactions: Exploring the Role of Auditors in Upholding Professional Ethics and Preventing Fraud	6

### 3.7.3 Supervisor for Corporate Governance Profession Enhancement Status

Title/Name	Date	Organizer	Topic	Hours
Corporate Senior Vice President & General Counsel David Su	Mar 8, 2024	Independent Director Association Taiwan	Corporate Governance and Securities Regulation	3
	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Achieve Net Zero Emissions (I)	3
	May 27, 2024	Taiwan Corporate Governance Association	Strategies for Businesses to Address Net Zero Emissions (II)	3
	Nov 28, 2024	Talent Training Center of the Securities and Futures Market Development Foundation	Practical Discussions on Anti-Money Laundering and Combating Terrorist Financing	3

## 3.8. Status of the Internal Control System Implementation

Please refer to the Internal Control section on the Market Observation Post System (MOPS) website.

## 3.9. Major Resolutions of Shareholders' Meeting and Board Meetings

### 3.9.1 Major Resolutions of Shareholders' Meeting and Implementation Status

The Company's 2024 Annual General Shareholders' Meeting was held at the MediaTek International Convention Center on May 27, 2024, at No. 1, Dusing 1st Rd., Hsinchu Science Park, Hsinchu, Taiwan. Shareholders present at the meeting approved the following proposals:

Major Proposals	Implementation Status
<b>Acknowledgements</b>	
1. Adoption of the 2023 business report and financial statements	Approved
2. Adoption of the proposal for distribution of 2023 profits	Approved
<b>Discussion and election matters</b>	
1. Approval and discussion of the Company's issuance of new employee restricted stock	Resolution passed – first issuance completed on August 23, 2024.
2. Approval of proposal to re-elect 10th Board of Directors, including independent directors	Elected list: Director Ming-Kai Tsai, Director Rick Tsai, Director Joe Chen, Director Cheng-Yaw Sun, Independent Director Chung-Yu Wu, Independent Director Peng-Heng Chang, Independent Director Syaru Shirley Lin, and Independent Director Yao-Wen Chang. Approved for registration by the Hsinchu Science Park Bureau of the Ministry of Science and Technology on June 7, 2024 and announced on the Company's website.
3. Release of non-compete restriction on the Company's directors of the 10th Board of Directors	Resolution passed

### 3.9.2 Major Resolutions of Board Meetings

In 2024 and as of the printing date of this annual report, 7 Board meetings were convened. Major resolutions approved at these meetings are summarized below:

Date	Meeting	Major Approvals
Jan 31, 2024	17th meeting of the 9th Board	<ul style="list-style-type: none"> <li>- 2024 Q1 financial outlook</li> <li>- 2024 business plan and operating budget</li> <li>- Capital budget</li> <li>- Cancellation of 2023 Q4 restricted stock award</li> <li>- Amendments to the Company's "Rules of Procedure for Board Meetings"</li> <li>- Amendments to the Company's "Audit Committee Organization Charter"</li> <li>- Appointment of Company Executives</li> <li>- Matter of management remuneration</li> </ul>

Date	Meeting	Major Approvals
<b>Feb 23, 2024</b>	18th meeting of the 9th Board	<ul style="list-style-type: none"> <li>- Remuneration of Directors of the Company</li> <li>- Issuance of new restricted stock</li> <li>- 2023 annual business report</li> <li>- 2023 financial statements</li> <li>- 2023 employee compensation</li> <li>- 2023 H2 cash dividend distribution and 2023 annual profit distribution</li> <li>- Date, procedures, location, and agenda of the 2024 Annual General Shareholders' Meeting</li> <li>- Re-election of the Company's 10th Board of Directors (including independent directors)</li> <li>- Period and location for accepting nominations, and number of seats to be elected for the 10th Board of Directors</li> <li>- Resolution of the director candidates nominated by the Board of Directors</li> <li>- Release of non-compete restriction on the 10th Board of Directors</li> <li>- Results of the assessment of the independence and qualification of CPA</li> <li>- Change of CPA</li> <li>- Matter of the Company's 2023 internal control statement and self-assessment report</li> </ul>
<b>Apr 26, 2024</b>	19th meeting of the 9th Board	<ul style="list-style-type: none"> <li>- 2024 Q1 financial statements</li> <li>- 2024 Q2 financial outlook</li> <li>- CPA's remuneration for 2024</li> <li>- Cancellation of 2024 Q1 restricted stock award</li> </ul>
<b>May 27, 2024</b>	1st meeting of the 10th Board	<ul style="list-style-type: none"> <li>- Election of Chairman and Vice Chairman</li> <li>- Signing of industry-academia cooperation contract with National Taiwan University</li> </ul>
<b>Jun 13, 2024</b>	2nd meeting of the 10th Board	<ul style="list-style-type: none"> <li>- Appointment of members of the Remuneration Committee</li> </ul>
<b>Jul 31, 2024</b>	3rd meeting of the 10th Board	<ul style="list-style-type: none"> <li>- 2024 Q2 financial statements</li> <li>- 2024 Q3 financial outlook</li> <li>- 2023 Sustainability Report</li> <li>- Cancellation of 2024 Q2 restricted stock award</li> <li>- Amendments to the Company's "Organizational Charter of the Board of Directors' Mergers and Acquisitions Strategy Committee"</li> <li>- Issuance of "2024 Restricted Stock Award Issuance Plan"</li> </ul>
<b>Oct 30, 2024</b>	4th meeting of the 10th Board	<ul style="list-style-type: none"> <li>- 2024 Q3 financial statements</li> <li>- 2024 Q4 financial outlook</li> <li>- 2024 H1 business report</li> <li>- 2024 H1 profit distribution</li> <li>- Amendments to the Company's internal control system</li> <li>- 2025 audit plan</li> <li>- Cancellation of 2024 Q3 restricted stock award</li> </ul>
<b>Feb 7, 2025</b>	5th meeting of the 10th Board	<ul style="list-style-type: none"> <li>- 2025 Q1 financial outlook</li> <li>- 2025 business plan and operating budget</li> <li>- Capital budget</li> <li>- Asset sales and licensing</li> <li>- Cancellation of 2024 Q4 restricted stock award</li> <li>- Matter of management remuneration</li> </ul>
<b>Feb 27, 2025</b>	6th meeting of the 10th Board	<ul style="list-style-type: none"> <li>- Remuneration of Directors of the Company</li> <li>- Approval of the 2024 Q2 and Q3 restricted stock award issuance plan</li> <li>- 2024 annual business report</li> <li>- 2024 financial statements</li> <li>- 2024 employee compensation</li> <li>- 2024 H1 cash dividend distribution and 2024 annual profit distribution</li> <li>- Date, procedures, location, and agenda of the 2025 Annual General Shareholders' Meeting</li> <li>- Proposal to elect an additional Independent Director for the 10th Board of Directors</li> <li>- Period and location for accepting nominations, and number of seats to be elected for the 10th Board of Directors</li> <li>- Resolution of the director candidates nominated by the Board of Directors</li> <li>- Release of non-compete restriction on the 10th Board of Directors</li> <li>- Amendments to the Company's "Articles of Incorporation" and internal control system</li> <li>- Results of the independence and competence assessment of the CPA</li> <li>- Change of CPA</li> <li>- Matter of the Company's 2024 internal control statement and self-assessment report</li> </ul>

### 3.10. Major Issues of Record or Written Statements Made by Any Director Dissenting to Important Resolutions Passed by the Board of Directors

None.

## 4. Information Regarding the Company's Independent Auditors

### 4.1. Auditor Information

#### 4.1.1 Auditor Fee Information

Unit: NT\$ thousand

Accounting Firm	Name of CPA	CPA's Audit Period	Audit Fee	Non-Audit Fee	Total	Remarks
Ernst & Young	Hsin-Min Hsu	2024	14,809	Business Registration 753	23,278	
	Chien-Che Huang			Tax Compliance Audit 1,779 Finance and Taxation Consulting 2,446 Corporate Consultancy Fee 3,491		

#### 4.1.2 A change in accounting firm accompanied by a decrease in audit fees compared to the previous year:

Not applicable.

#### 4.1.3 Audit fee reduced by more than 10% compared to the previous year:

None.

### 4.2. Replacement of Independent Auditors in the Last Two Years and in the Subsequent Periods:

#### 4.2.1 Former Auditor:

Replacement date	Approved by the Board on Feb 27, 2025		
Reasons and explanations of changes	Based on the necessary rotation of auditors as required by the relevant regulations, starting from 2025, the signing auditors of the Company will be changed from Hsin-Min Hsu and Chien-Che Huang to Hsin-Min Hsu and Shen-Chieh Hu.		
Explanation of termination or non-acceptance of appointment by the auditor or the appointor	Parties involved	Auditor	Appointor
	Status		
	Voluntary termination of appointment	Not applicable	Not applicable
	Appointment rejected (discontinued)	Not applicable	Not applicable
Opinions and reasons of audit reports issued in the past two years, excluding unqualified opinions	None		
Differences of opinion with the issuer	Yes	Accounting principles or practices	
		Disclosure of financial statements	
		Audit scope or procedures	
		Others	
	None		V
	Explanation		
Supplementary disclosures (specified in Article 10, paragraph 6, items 4 to 7 of the Standards)	None		



#### 4.2.2 Successor Auditor:

Name of the firm	Ernst & Young
Names of the auditors	Hsin-Min Hsu and Shen-Chieh Hu
Date of appointment	Approved by the Board on Feb 27, 2025
Consultation and results on the accounting treatment methods or accounting principles for specific transactions and possible opinions to be issued on the financial statements before the appointment	None
Written opinions of the successor auditor on matters where they differ from the former auditor	None

#### 4.2.3 Response from Former Auditors on Article 10, Paragraph 6, Subparagraphs 1 and 2, Item 3 of the Standards:

None.

#### 4.3. Company Chairman, President, or Managers in Charge of Finance or Accounting Matters Employed in the Auditing Firm or Its Affiliates in 2024:

None.

#### 4.4. Evaluation of the External Auditor's Independence and Competence:

The Company evaluates the independence of its auditors annually and obtains a Statement of Independence from the auditing firm. After evaluation, it has been determined that the Company's auditors meet the independence assessment standards (as outlined in the table below) and are deemed suitable to serve as the Company's auditors.

The Company refers to the Audit Quality Indicators (AQIs) provided by the accounting firm and the Audit Quality Indicators Interpretation Guidelines issued by the regulator to evaluate the audit quality of the accounting firm and the audit team. The AQIs have five dimensions, namely professionalism, independence, quality control, supervision, and innovation ability, as well as thirteen other indicators. Following thorough communication with the appointed auditors, each auditor's suitability was evaluated, and the Company did not identify any circumstances that could potentially affect the independence or suitability of the auditors.

The evaluation results were discussed and approved by the Audit Committee on Feb 26, 2025, and were submitted to the Board of Directors on Feb 27, 2025 for approval.

Evaluation item	Evaluation result	Does it meet with independency?
1. Whether the accounting firm has direct or significant indirect financial interests in the Company	None	Yes
2. Whether the Company and the accounting firm engage in mutual financing or mutual guarantee activities	None	Yes
3. Whether the accounting firm has a close business relationship with the Company or with any of the Company's directors or managers	None	Yes
4. Whether the accounting firm, audit team members, and their relatives serve as Company directors, key managers or any other position which can have a direct and significant impact on the auditing work	None	Yes
5. Whether the CPA has served as the lead auditor for the Company for more than seven years, and a minimum two-year interval is required before reappointment	None	Yes
6. Whether the CPAs provide the Company with non-audit services which are likely to influence their auditing service	None	Yes

## **5. Net Change in Shareholding and Net Change in Shares Pledged by Directors, Management and Shareholders with 10% Shareholding or More**

Please refer to the Directors, Managers and Major Shareholders Information section in Basic Information on the Market Observation Post System (MOPS) website.

The counterparty of equity transfer is a related party: None.

The counterparty of the equity pledge is a related person: None.

## 6. Top 10 Shareholders Who are Related Parties

As of Jan 4, 2025. Unit: Share / %

Top 10 Shareholders	Shareholding		Shareholding under Spouse and Minor		Shareholding under 3 <sup>rd</sup> Party		Top 10 Shareholders Who are Related Parties to Each Other	
	Shares	Proportion	Shares	Proportion	Shares	Proportion	Name	Relationship
Ming-Kai Tsai	41,762,392	2.61%	39,435,145	2.46%	-	-	-	-
Chui-Hsing Lee	39,435,145	2.46%	41,762,392	2.61%	-	-	Chui-Hsing Lee	Spouse
Government of Singapore	37,976,173	2.37%	-	-	-	-	Ming-Kai Tsai	Spouse
New Labor Pension Fund Management Committee	31,888,811	1.99%	-	-	-	-	-	-
Jyh-Jer Cho	29,064,222	1.81%	10,558,414	0.66%	-	-	-	-
Norges Bank	27,100,321	1.69%	-	-	-	-	-	-
Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund	22,679,000	1.42%	-	-	-	-	-	-
Cathay Life Insurance Co, Ltd.	21,625,916	1.35%	-	-	-	-	-	-
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	20,763,239	1.30%	-	-	-	-	-	-
Tin-Ren Liu	19,610,763	1.22%	-	-	-	-	-	-

## 7. Long-Term Investment Ownership

As of December 31, 2024. Unit: Share / %

Long-Term Investments	Investments by the Company (1)		Investments Directly or Indirectly Controlled by Directors and Managers of the Company (2)		Total Investment (1)+(2)	
	Shares	Portion	Shares	Portion	Shares	Portion
MediaTek Capital Co.	1,872,614,808	100 %	-	-	1,872,614,808	100 %
HFI Innovation Inc.	211,875,530	100 %	-	-	211,875,530	100 %
Airoha Technology Corp.	111,235,745	66 %	6,000,000	4 %	117,235,745	70 %
Hsu-Yuan Investment Corp.	250,000,000	100 %	-	-	250,000,000	100 %
Richtek Technology Corp.	148,482,806	100 %	-	-	148,482,806	100 %
IC PLUS Corp.	13,125,454	14 %	28,213,800	29 %	41,339,254	43 %
Spidcom Technologies	146,200	100 %	-	-	146,200	100 %
MStar Co., Ltd.	13,350,000	100 %	-	-	13,350,000	100 %
MediaTek Singapore Pte. Ltd.	187,513,879	100 %	-	-	187,513,879	100 %
MediaTek Research UK Limited	280,000	100 %	-	-	280,000	100 %
MediaTek Korea Inc.	200,000	100 %	-	-	200,000	100 %
MediaTek Japan Inc.	7,100	100 %	-	-	7,100	100 %
MediaTek Investment Singapore Pte. Ltd.	1,571,845,498	100 %	-	-	1,571,845,498	100 %
MediaTek Bangalore Private Limited	1,999,999	100 %	-	-	1,999,999	100 %

## III. Capital and Shares

### 1. Capital and Shares

#### 1.1. Source of Capital

As of February 28, 2025; Unit: shares / NT\$

Month/ Year	Issue Price (per share)	Authorized Capital		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of Capital (shares)	Capital Increase by Assets Other than Cash	Date of Approval & Approval Document No.
Feb 2024	10	2,000,000,000	20,000,000,000	1,599,623,421	15,996,234,210	Restricted stock award cancellation: 24,096	-	Feb 16, 2024 Chu-Shang-Tzu No. 1130004550
May 2024	10	2,000,000,000	20,000,000,000	1,599,344,128	15,993,441,280	Restricted stock award cancellation: 279,293	-	May 8, 2024 Chu-Shang-Tzu No. 1130014216
Aug 2024	10	2,000,000,000	20,000,000,000	1,599,334,935	15,993,349,350	Restricted stock award cancellation: 9,193	-	Aug 13, 2024 Chu-Shang-Tzu No. 1130025565
Sep 2024	10	2,000,000,000	20,000,000,000	1,601,694,282	16,016,942,820	Restricted stock award issuance: 2,359,347	-	Sep 6, 2024 Chu-Shang-Tzu No. 1130028502
Nov 2024	10	2,000,000,000	20,000,000,000	1,601,687,990	16,016,879,900	Restricted stock award cancellation: 6,292	-	Nov 15, 2024 Chu-Shang-Tzu No. 1130036240
Feb 2025	10	2,000,000,000	20,000,000,000	1,601,662,351	16,016,623,510	Restricted stock award cancellation: 25,639	-	Feb 18, 2025 Chu-Shang-Tzu No. 1140005060

As of February 28, 2025; Unit: shares

Type of Stock	Authorized Capital			Remark
	Outstanding	Un-Issued	Total	
Common Stock	1,601,662,351	398,337,649	2,000,000,000	Listed on TWSE

Shelf Registration: None.

#### 1.2. Major Shareholders

As of Jan 4, 2025; Unit: shares / %

Top 10 Shareholders	Number of Shares held	Ownership (%)
Ming-Kai Tsai	41,762,392	2.61 %
Chui-Hsing Lee	39,435,145	2.46 %
Government of Singapore	37,976,173	2.37 %
New Labor Pension Fund Management Committee	31,888,811	1.99 %
Jyh-Jer Cho	29,064,222	1.81 %
Norges Bank	27,100,321	1.69 %
Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund	22,679,000	1.42 %
Cathay Life Insurance Co, Ltd.	21,625,916	1.35 %
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	20,763,239	1.30 %
Tin-Ren Liu	19,610,763	1.22 %

#### 1.3. Dividend Policy and Status

##### 1.3.1 Dividend Policy

According to Article 24-1 of the Articles of Incorporation of the Company, as the Company is in a growing industry, the dividend policy shall consider the Company's current and future investment environment, needs for capital, domestic and overseas competition, capital budgeting plans, etc., and balance between shareholders' benefits, dividends, and the Company's long-term financial plans. The Board of Directors prepares a distribution proposal every year, and report the cash dividend distribution report, or propose a stock dividend distribution proposal for resolution at the shareholders' meeting. The Company may distribute all of its distributable profits

of the year considering finance, business, and operation factors. Its dividends may be distributed to shareholders in cash or in stock, and the cash dividends shall not be lower than 10% of the total dividends distributed to shareholders.

In accordance with the aforementioned Articles of Incorporation and the Company's financial business development targets and plans, the Board of Directors resolved, without the consideration of other special circumstances, the Company's dividend distribution shall base on the principle of distributing 80% to 85% of its net income in the year.

### 1.3.2 Status of Dividend Distribution

The Articles of Incorporation of the Company authorize the Board of Directors to resolve the distribution of semi-annual cash dividends from earnings at the end of each semi-annual fiscal year and report it at the shareholders' meeting.

	The First Half of 2024	The Second Half of 2024
Board Resolution Date	Oct 30, 2024	Feb 27, 2025
Cash Dividends Distributed to Common Shareholders (NT\$ thousand)	46,448,952	40,041,559
Dividends per share (NT\$)	29.00	25.00

## 1.4. Effect of Stock Dividends to Operating Performance and EPS

Not applicable.

## 1.5. Employees' Compensation and Directors' Remuneration

### 1.5.1 Employees' Compensation and Directors' Remuneration as Stated in the Articles of Incorporation

If the Company makes a profit during the year, no less than 1% shall be allocated for employees' compensation and no more than 0.5% shall be allocated for directors' remuneration. However, in the case of accumulated losses, the amount shall be reserved in advance. Employees' compensation shall be distributed in shares or cash, to whom meets certain specific requirements, which are authorized to be determined by the Board of Directors. Directors' remuneration shall be distributed in cash.

### 1.5.2 Employees' Compensation and Directors' Remuneration Resolved by the Board of Directors

The Company accrues estimated employees' compensation and directors' remuneration based on a specific percentage according to the Articles of Incorporation. If the estimated amount differs from the actual distribution amount resolved by the Board of Directors, the Company shall recognize the difference as an adjustment to income of next year. The Board of Directors resolved on February 27, 2025 to distribute employees' compensation and directors' remuneration in cash. The discrepancy between the estimated amount and the actual distribution amount in 2024:

Unit: NT\$ thousands

Items	Board resolution	Estimate	Difference	Reason of difference
Employee Compensation – Cash	1,382,436	1,382,436	-	-
Directors' Remuneration	101,000	101,000	-	-

Note: Other than the aforementioned employees' compensation of NT\$1,382,436 thousand, the Company also distributed employees' cash bonus of NT\$26,266,277 thousand.

### 1.5.3 The Distribution of Employees' Compensation and Directors' Remuneration in the Previous Period

The discrepancy between the estimated amount and the actual distribution amount in 2023:

Unit: NT\$ thousands

Items	Board resolution	Estimate	Difference	Reason of difference
Employee Compensation – Cash	1,045,717	1,045,717	-	-
Directors' Remuneration	103,000	103,000	-	-

**1.6. Repurchase of the Company's Shares:**

None.

**2. Status of Corporate Bonds**

None.

**3. Status of Preferred Stocks**

None.

**4. Status of GDR/ADR**

None.

**5. Status of Employee Stock Option Certificates**

None.

## 6. Status of New Restricted Employee Shares Issuance

### 6.1. New Restricted Employee Shares Issuance

As of February 28, 2025

Type of New Restricted Employee Shares	2021 1 <sup>st</sup> New Restricted Employee Shares																			
Date of Effective Registration and Number of Total Shares	Jul. 29, 2021 15,264,000 shares																			
Issue Date	Aug. 31, 2021		Feb. 23, 2022																	
Number of New Restricted Employee Shares Issued	8,381,181 shares		157,274 shares																	
Number of New Restricted Employee Shares Available to be Issued	0 share																			
Issued Price (NT\$)	None																			
New Restricted Employee Shares Issued to Outstanding Common Shares (%)	0.52%		0.01%																	
Vesting Conditions of New Restricted Employee Shares	<div>1. Employees must be employed with the Company on each vesting date after receiving the new restricted employee shares, without any violation of the Company’s employment agreement, employee handbook, non-compete, NDA, and terms agreed upon with the Company during the vesting period, and meet the personal performance objectives set by the Company and the Company’s operating objectives. The maximum portions of the vested shares on each annual vesting date are 34% for 2022, 67% for 2022 and 2023 combined, and 100% for 2022, 2023 and 2024 combined. The actual portions of the vested shares shall be determined by personal performances and the Company’s operation objectives. There are six evaluation periods: the individual year of 2021, 2022, and 2023, and the period from 2021 to 2022, from 2022 to 2023, and from 2021 to 2023. The vested shares shall be evaluated respectively in the six periods, and upon duplication of evaluation periods, vested shares can be based on whichever number that is higher. The number shall be rounded down to the nearest integer.</div> <div>2. The personal performance objectives are Employees’ performance rating for the latest year prior to each vesting date, which must be at least “I”, and whether the work results meet the predetermined performance standards established by the Company and individual employees. The Company’s operating objectives are its ranking in the total shareholder return (TSR) of top 50 listed companies in Taiwan by market cap, its revenue growth, its gross margin, and its operating margin. Thresholds and targets are set for the four objectives respectively. Based on the rounded down numbers of the objectives, 0%/50%/100% of vested shares shall be received when the Company doesn’t reach the threshold/reaches the threshold/reaches the target. The vested shares shall be calculated by interpolation and rounded to the percentile if the result falls between the threshold and the target. The weightings of the objectives and the according ranges (threshold - target) are shown in below table, and the actual thresholds and targets are set within the ranges by the Company and employees respectively. The achievement of objectives and the level of achievement are based on the audited financial statements of each period.</div> <table><tr><th>Operating Objectives</th><th>Ranking of Total Shareholder Return of Taiwan’s Top 50 Listed Electronics Companies</th><th>Revenue Growth %</th><th>Gross Margin %</th><th>Operating Margin %</th></tr><tr><td>Weighting of Operating Objectives</td><td>20%</td><td>25%</td><td>25%</td><td>30%</td></tr><tr><td>Target Range</td><td>P25~P50</td><td>+10% ~ +23%</td><td>44% ~ 46%</td><td>15%~18%</td></tr></table>					Operating Objectives	Ranking of Total Shareholder Return of Taiwan’s Top 50 Listed Electronics Companies	Revenue Growth %	Gross Margin %	Operating Margin %	Weighting of Operating Objectives	20%	25%	25%	30%	Target Range	P25~P50	+10% ~ +23%	44% ~ 46%	15%~18%
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Weighting of Operating Objectives	20%	25%	25%	30%																
Target Range	P25~P50	+10% ~ +23%	44% ~ 46%	15%~18%																
Restricted Rights of New Restricted Employee Shares	<div>1. During the vesting period, the employees yet to meet the conditions may not sell, pledge, transfer, give to another person, create any encumbrance on, or otherwise dispose of, restricted employee shares, excluding inheritance.</div> <div>2. During the vesting period, the rights of the employees yet to meet the conditions, including attending shareholders’ meeting, proposal, speech, resolution, and voting, are equivalent to the Company’s issued common shares’ and are exercised by trust agency.</div> <div>3. During the vesting period, other rights of the employees yet to meet the conditions, include but not are not limited to cash dividend, stock dividend, legal reserve and capital surplus distributable right, and subscription right of capital increase, which are equivalent to the Company’s issued common shares’ and are exercised by trust agency.</div> <div>4. During the period from the Company’s book closure date for issuance of bonus shares, book closure date for cash dividends, book closure date for subscription right of capital increase, book closure date for shareholders’ meeting provided by Article 165-3 of the Company Act, or statutory book closure date for other event to ex-rights (ex-dividend) record date, when employees meet the vesting condition, their vested shares’ unrestricted schedule and process are carried out in accordance with custody contract or relevant regulations.</div>																			
Custody Status of New Restricted Employee Shares	<div>1. After the new restricted employee shares are issued, the shares must immediately be deposited in trust. And before the vesting conditions are met, employees may not, for any reason or in any manner, request the trustee to return the new restricted employee shares.</div> <div>2. During the period in which the new restricted employee shares are placed in trust, the Company or the person designated by the Company, has the full discretion to act as agent to conduct (include but not limited to) the negotiation, signing, amendment, extension, rescission, and termination of the trust agreement, and to give instructions for the delivery, utilization, and disposition of the assets in trust.</div>																			
Measures to be Taken When Vesting Conditions are not Met	<div>1. The Company may redeem the issued restricted employee shares and cancel the shares if employees are not employed with the Company on the vesting dates after granted new restricted employee shares, violate the Company’s employment agreement, employee handbook, non-compete, NDA, and terms agreed upon with the Company during the vesting period, have not meet the personal performance objectives and the Company’s operating objectives, or violate Article 5-8 of this Act to change, revoke, cancel, terminate, or lift the agency authorization of the company.</div> <div>2. During the vesting period, if employees quit, are dismissed from work, or laid off, the Company will redeem the unvested shares and cancel the shares.</div>																			

Type of New Restricted Employee Shares	2021 1 <sup>st</sup> New Restricted Employee Shares	
Number of New Restricted Employee Shares that have been Redeemed or Bought Back	452,914 shares	8,014 shares
Number of Released New Restricted Employee Shares	7,928,267 shares	149,260 shares
Number of Unreleased New Restricted Shares	0 share	0 share
Unreleased New Restricted Shares to Outstanding Common Shares (%)	0.00%	0.00%
Impact on Shareholders' Equity	Limited dilution to EPS in the future year and no major impact on the current shareholders' equity.	



Type of New Restricted Employee Shares	2021 2 <sup>nd</sup> New Restricted Employee Shares																		
Date of Effective Registration and Number of Total Shares	Jun. 17, 2022 3,816,000 shares																		
Issue Date	Aug. 31, 2022		Feb. 23, 2023																
Number of New Restricted Employee Shares Issued	272,034 shares		201,938 shares																
Number of New Restricted Employee Shares Available to be Issued	0 share																		
Issued Price (NT\$)	None																		
New Restricted Employee Shares Issued to Outstanding Common Shares (%)	0.02%		0.01%																
Vesting Conditions of New Restricted Employee Shares	<div>1. Employees must be employed with the Company on each vesting date after receiving the new restricted employee shares, without any violation of the Company’s employment agreement, employee handbook, non-compete, NDA, and terms agreed upon with the Company during the vesting period, and meet the personal performance objectives set by the Company and the Company’s operating objectives. The maximum portions of the vested shares on each annual vesting date are 50% for 2023 and 100% for 2023 and 2024 combined. The actual portions of the vested shares shall be determined by personal performances and the Company’s operation objectives. There are three evaluation periods: the individual year of 2022 and 2023, and the period from 2022 to 2023. The vested shares shall be evaluated respectively in the three periods, and upon duplication of evaluation periods, vested shares can be based on whichever number that is higher. The number shall be rounded down to the nearest integer.</div> <div>2. The personal performance objectives are Employees’ performance rating for the latest year prior to each vesting date, which must be at least “I”, and whether the work results meet the predetermined performance standards established by the Company and individual employees. The Company’s operating objectives are its ranking in the total shareholder return (TSR) of top 50 listed companies in Taiwan by market cap, its revenue growth, its gross margin, and its operating margin. Thresholds and targets are set for the four objectives respectively. Based on the rounded down numbers of the objectives, 0%/50%/100% of vested shares shall be received when the Company doesn’t reach the threshold/reaches the threshold/reaches the target. The vested shares shall be calculated by interpolation and rounded to the percentile if the result falls between the threshold and the target. The weightings of the objectives and the according ranges (threshold - target) are shown in below table, and the actual thresholds and targets are set within the ranges by the Company and employees respectively. The achievement of objectives and the level of achievement are based on the audited financial statements of each period.</div> <table><tr><th>Operating Objectives</th><th>Ranking of Total Shareholder Return of Taiwan’s Top 50 Listed Electronics Companies</th><th>Revenue Growth %</th><th>Gross Margin %</th><th>Operating Margin %</th></tr><tr><td>Weighting of Operating Objectives</td><td>20%</td><td>25%</td><td>25%</td><td>30%</td></tr><tr><td>Target Range</td><td>P25~P50</td><td>+10% ~ +23%</td><td>44% ~ 46%</td><td>15%~18%</td></tr></table>				Operating Objectives	Ranking of Total Shareholder Return of Taiwan’s Top 50 Listed Electronics Companies	Revenue Growth %	Gross Margin %	Operating Margin %	Weighting of Operating Objectives	20%	25%	25%	30%	Target Range	P25~P50	+10% ~ +23%	44% ~ 46%	15%~18%
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Restricted Rights of New Restricted Employee Shares	<div>1. During the vesting period, the employees yet to meet the conditions may not sell, pledge, transfer, give to another person, create any encumbrance on, or otherwise dispose of, restricted employee shares, excluding inheritance.</div> <div>2. During the vesting period, the rights of the employees yet to meet the conditions, including attending shareholders’ meeting, proposal, speech, resolution, and voting, are equivalent to the Company’s issued common shares’ and are exercised by trust agency.</div> <div>3. During the vesting period, other rights of the employees yet to meet the conditions, include but not are not limited to cash dividend, stock dividend, legal reserve and capital surplus distributable right, and subscription right of capital increase, which are equivalent to the Company’s issued common shares’ and are exercised by trust agency.</div> <div>4. During the period from the Company’s book closure date for issuance of bonus shares, book closure date for cash dividends, book closure date for subscription right of capital increase, book closure date for shareholders’ meeting provided by Article 165-3 of the Company Act, or statutory book closure date for other event to ex-rights (ex-dividend) record date, when employees meet the vesting condition, their vested shares’ unrestricted schedule and process are carried out in accordance with custody contract or relevant regulations.</div>																		
Custody Status of New Restricted Employee Shares	<div>1. After the new restricted employee shares are issued, the shares must immediately be deposited in trust. And before the vesting conditions are met, employees may not, for any reason or in any manner, request the trustee to return the new restricted employee shares.</div> <div>2. During the period in which the new restricted employee shares are placed in trust, the Company or the person designated by the Company, has the full discretion to act as agent to conduct (include but not limited to) the negotiation, signing, amendment, extension, rescission, and termination of the trust agreement, and to give instructions for the delivery, utilization, and disposition of the assets in trust.</div>																		
Measures to be Taken When Vesting Conditions are not Met	<div>1. The Company may redeem the issued restricted employee shares and cancel the shares if employees are not employed with the Company on the vesting dates after granted new restricted employee shares, violate the Company’s employment agreement, employee handbook, non-compete, NDA, and terms agreed upon with the Company during the vesting period, have not meet the personal performance objectives and the Company’s operating objectives, or violate Article 5-8 of this Act to change, revoke, cancel, terminate, or lift the agency authorization of the company.</div> <div>2. During the vesting period, if employees quit, are dismissed from work, or laid off, the Company will redeem the unvested shares and cancel the shares.</div>																		
Number of New Restricted Employee Shares that have been Redeemed or Bought Back	124,388 shares		46,151 shares																
Number of Released New Restricted Employee Shares	147,646 shares		155,787 shares																

Type of New Restricted Employee Shares	2021 2 <sup>nd</sup> New Restricted Employee Shares	
Number of Unreleased New Restricted Shares	0 share	0 share
Unreleased New Restricted Shares to Outstanding Common Shares (%)	0.00%	0.00%
Impact on Shareholders' Equity	Limited dilution to EPS in the future year and no major impact on the current shareholders' equity.	

Type of New Restricted Employee Shares	2024 1 <sup>st</sup> New Restricted Employee Shares																						
<b>Date of Effective Registration and Number of Total Shares</b>	Jul. 8, 2024 8,000,000 shares																						
<b>Issue Date</b>	Aug. 23, 2024																						
<b>Number of New Restricted Employee Shares Issued</b>	2,359,347 shares																						
<b>Number of New Restricted Employee Shares Available to be Issued</b>	5,640,653 shares																						
<b>Issued Price (NT\$)</b>	None																						
<b>New Restricted Employee Shares Issued to Outstanding Common Shares (%)</b>	0.15%																						
<b>Vesting Conditions of New Restricted Employee Shares</b>	<p>1. Employees must be employed with the Company on each vesting date after receiving the new restricted employee shares, without any violation of the Company's employment agreement, employee handbook, non-compete, NDA, and terms agreed upon with the Company during the vesting period, and meet the personal performance objectives set by the employing company and the Company's performance objectives. The vesting period is two years. The maximum portions of the vested shares on each annual vesting date are 50% for 2025 and 100% for 2025 and 2026 combined. The actual portions of the vested shares received on the vesting dates shall be determined by personal performance objectives and the Company's performance objectives during the corresponding performance period. There are two evaluation periods for the Company's performance objectives: the individual year of 2024 and the period from 2024 to 2025. The vested shares shall be evaluated respectively in the two periods, and the number shall be rounded down to the nearest integer.</p> <p>2. The personal performance objectives are Employees' performance rating for the latest year prior to each vesting date, which must be at least "I" or equivalent to the Company's performance rating of "I" or above, and whether the work results meet the predetermined performance standards established by the employing Company and individual employees. The Company's performance objectives are its ranking in the relative total shareholder return (RTSR) of the FTSE TWSE Taiwan 50 Index, its revenue growth, and its operating margin. Thresholds and targets are set for the three objectives respectively. Based on the rounded down numbers of the objectives, 0%/50%/100% of vested shares shall be received when the Company doesn't reach the threshold/reaches the threshold/reaches the target. The vested shares shall be calculated by interpolation and rounded to the percentile if the result falls between the threshold and the target. The weighting of the objectives will be depending on the type of employee receiving the shares, and the according ranges (threshold - target) are shown in below table. The actual thresholds and targets of the two periods are set within the ranges by the Company and the receiving employees respectively. The achievement of objectives and the level of achievement are based on the audited financial statements of each period.</p> <table border="1"> <thead> <tr> <th colspan="2">Performance Objectives</th><th>Ranking of Relative Total Shareholder Return of FTSE TWSE Taiwan 50 Index</th><th>Revenue Growth %</th><th>Operating Margin %</th></tr> </thead> <tbody> <tr> <td rowspan="2">Weighting of Performance Objectives</td><td>Type 1</td><td>40%</td><td>30%</td><td>30%</td></tr> <tr> <td>Type 2</td><td>25%</td><td>30%</td><td>45%</td></tr> <tr> <td colspan="2">Target Range</td><td>P25~P50</td><td>7%~12%</td><td>15%~18%</td></tr> </tbody> </table>				Performance Objectives		Ranking of Relative Total Shareholder Return of FTSE TWSE Taiwan 50 Index	Revenue Growth %	Operating Margin %	Weighting of Performance Objectives	Type 1	40%	30%	30%	Type 2	25%	30%	45%	Target Range		P25~P50	7%~12%	15%~18%
Performance Objectives		Ranking of Relative Total Shareholder Return of FTSE TWSE Taiwan 50 Index	Revenue Growth %	Operating Margin %																			
Weighting of Performance Objectives	Type 1	40%	30%	30%																			
	Type 2	25%	30%	45%																			
Target Range		P25~P50	7%~12%	15%~18%																			
<b>Restricted Rights of New Restricted Employee Shares</b>	<p>1. During the vesting period, the employees yet to meet the conditions may not sell, pledge, transfer, give to another person, create any encumbrance on, or otherwise dispose of, restricted employee shares, excluding inheritance.</p> <p>2. During the vesting period, the rights of the employees yet to meet the conditions, including attending shareholders' meeting, proposal, speech, resolution, and voting, are equivalent to the Company's issued common shares' and are exercised by trust agency.</p> <p>3. During the vesting period, other rights of the employees yet to meet the conditions, include but not are not limited to cash dividend, stock dividend, legal reserve and capital surplus distributable right, and subscription right of capital increase, which are equivalent to the Company's issued common shares' and are exercised by trust agency.</p> <p>4. During the period from the Company's book closure date for issuance of bonus shares, book closure date for cash dividends, book closure date for subscription right of capital increase, book closure date for shareholders' meeting provided by Article 165-3 of the Company Act, or statutory book closure date for other event to ex-rights (ex-dividend) record date, when employees meet the vesting condition, their vested shares' unrestricted schedule and process are carried out in accordance with custody contract or relevant regulations.</p>																						
<b>Custody Status of New Restricted Employee Shares</b>	<p>1. After the new restricted employee shares are issued, the shares must immediately be deposited in trust. And before the vesting conditions are met, employees may not, for any reason or in any manner, request the trustee to return the new restricted employee shares.</p> <p>2. During the period in which the new restricted employee shares are placed in trust, the Company or the person designated by the Company, has the full discretion to act as agent to conduct (include but not limited to) the negotiation, signing, amendment, extension, rescission, and termination of the trust agreement, and to give instructions for the delivery, utilization, and disposition of the assets in trust.</p>																						
<b>Measures to be Taken When Vesting Conditions are not Met</b>	<p>1. The Company may redeem the issued restricted employee shares and cancel the shares if employees are not employed with the Company on the vesting dates after granted new restricted employee shares, violate the Company's employment agreement, employee handbook, non-compete, NDA, and terms agreed upon with the Company during the vesting period, have not meet the personal performance objectives and the Company's performance objectives, or violate Article 5-8 of this Act to change, revoke, cancel, terminate, or lift the agency authorization of the company.</p> <p>2. During the vesting period, if employees quit, are dismissed from work, or laid off, the Company will redeem the unvested shares and cancel the shares.</p>																						
<b>Number of New Restricted Employee Shares that have been Redeemed or Bought Back</b>	25,639 shares																						

Type of New Restricted Employee Shares	2024 1 <sup>st</sup> New Restricted Employee Shares
Number of Released New Restricted Employee Shares	0 share
Number of Unreleased New Restricted Shares	2,333,708 shares
Unreleased New Restricted Shares to Outstanding Common Shares (%)	0.15%
Impact on Shareholders' Equity	Limited dilution to EPS in the future year and no major impact on the current shareholders' equity.

## 6.2. New Restricted Employee Shares Acquired by Managers and Employees with Top 10 Shares:

As of February 28, 2025; Unit: shares and NT\$ thousands

	Title	Name	No. of New Restricted Shares	New Restricted Shares as a Percentage of Shares Issued (Note1)	Released				Unreleased			
					No. of Shares	Issued Price (NT\$)	Amount (NT\$ thousands)	Released Restricted Shares as a Percentage of Shares Issued	No. of Shares	Strike Price (NT\$)	Amount (NT\$ thousands)	Unreleased Restricted Shares as a Percentage of Shares Issued (Note1)
Manager and employee	Chairman	Ming-Kai Tsai	3,457,036	0.22%	2,712,393	-	-	0.17%	744,643	-	-	0.05%
	Vice Chairman and CEO	Rick Tsai (Lih-Shyng Tsai)										
	Director & President & COO	Joe Chen										
	Co-COO, Corporate Executive Vice President & CFO & Spokesman	David Ku										
	Corporate Executive Vice President	Cheng-Te Chuang										
	Corporate Executive Vice President & CTO	Kevin Jou										
	Corporate Senior Vice President	Kou-Hung Loh										
	Corporate Senior Vice President	Jerry Yu										
	Corporate Senior Vice President	Jasper Yang										
	Corporate Senior Vice President	SR Tsai										
	Corporate Senior Vice President	JC Hsu										
	Corporate Senior Vice President & CHRO	Sherry Lin										
	Corporate Senior Vice President & General Counsel	David Su										
	Corporate Vice President	Rolly Chang										
	Corporate Vice President	Mike Chang										
	Corporate Vice President	Vincent Yung Mien Hu										
	Corporate Vice President	Ching San Wu										
	Corporate Vice President	Alan Hsu										
	Corporate Vice President	Harrison Hsieh										
	Corporate Vice President	Eric Lon Fisher										
	Employee	Ankireddy Nalamalpu										
	Employee	George Chien										
	Employee	CK Wang										
	Employee	Carl Shi										
	Employee	TY Lin										
	Employee	Mingxi Fan										
	Employee	CC Lien										
	Employee	PC Tseng										
	Employee	SA Hwang										
	Employee	Ben Tsai										
	Employee	Leo Shieh										

Note1: The calculation is based on the amended number of total shares issued approved by Ministry of Economic Affairs on Feb 18, 2025.

## **7. Status of New Shares Issuance Associated with Mergers and Acquisitions**

None.

## **8. Financing Plans and Implementation**

8.1. Uncompleted share issuance or private placement or completed transactions without expected benefits in the past 3 years:

None.

## IV. Business Activities

### 1. Business Scope

#### 1.1. Business Scope

##### 1.1.1 The Main Business Activities of the Company

- A. Design, develop, produce, manufacture and market the following products:
  - a. Multimedia Integrated Circuits (IC);
  - b. Computer peripheral ICs;
  - c. High-end digital consumer ICs;
  - d. Other application specific ICs;
  - e. Patent and circuit-layout licensing and services of the above-mentioned products
- B. Provide the above-mentioned products with software and hardware application design, test, maintenance, and technological consultation services
- C. Import and export of the above-mentioned products

##### 1.1.2 Revenue Mix (2024)

Product Category	IC Products	Others (Note)
Revenue Mix	98.43%	1.57%

Note: Others include revenue from technical services and licensing fees.

##### 1.1.3 Products Currently Offered by the Company

- A. Mobile communication chips;
- B. WLAN (Wireless LAN) chips;
- C. Smart TV chips;
- D. Tablet and Chromebook chips;
- E. AIoT (Artificial Intelligence of Things) device chips;
- F. Smart home device chips;
- G. PON (Passive Optical Network) and xDSL chips;
- H. Bluetooth chips;
- I. GPS (Global Positioning Satellite) chips;
- J. Consumer and enterprise ASICs;
- K. Power management and controller chips; and
- L. Automotive chips

##### 1.1.4 New Products Planned for Development

- A. Next generation mobile communication chips;
- B. Next generation WLAN (wireless LAN) chips;
- C. Next generation 8K and 4K smart TV chips;
- D. Next generation tablet and Chromebook chips;
- E. Next generation high-end personal computing chips;
- F. Next generation AIoT (Artificial Intelligence of Things) device chips;
- G. Next generation 10G-PON (Passive Optical Network) chips;
- H. Next generation 10G NBASE-T Ethernet physical and switch chips;
- I. Next generation enterprise AI accelerator ASICs;
- J. Next generation power management and controller chips; and

## 1.2. Industry Overview

### 1.2.1 Supply chain:

The supply chain of Taiwan IC industry can generally be categorized as upstream IC design companies, midstream IC wafer foundries, and downstream IC packaging and testing companies. The primary business of IC design involves designing and selling products independently or designing products on behalf of clients, belonging to the upstream of the industry value chain. Processes such as photomask, wafer fabrication, and chip packaging and testing are required. before the final product is completed.

In the semiconductor supply chain, IC design is a knowledge-intensive industry. Given Taiwan's well-established semiconductor industry support infrastructure and abundant talent, IC design industry has been able to flourish in Taiwan and holds a significant position in the global market.

### 1.2.2 Industry Outlook, Trends and Competition

#### A. Mobile Computing Device Industry

Mobile computing devices such as smartphones, tablets, and laptops have recently benefited from the rise of various generative AI applications. As customers and consumers are expecting more AI applications to be integrated into these devices, combined with continuously evolving multimedia features such as cameras, image editing, gaming, and video streaming, consumers demand for computing power and performance continues to increase, which is expected to enhance product value and shorten replacement cycles.

In terms of global mobile communication technology, the characteristics of 5G, including large bandwidth, high speed, and low latency, continue to drive the widespread adoption of 5G technology, with smartphones being the largest 5G application platform. As 5G has become mainstream in developed markets, emerging markets are currently the main drivers of the global 5G penetration rate. Besides 5G, satellite communication has also become a key focus of communication technology development. Smartphones can achieve more complete signal coverage in areas where ground networks cannot reach through satellite networks, strengthening mobile communication.

The Company is actively enhancing its product portfolio in mobile computing devices to provide consumers with an excellent user experience, expand the global market, and continuously increase its market share in the flagship segment. In addition to accelerating the global 5G upgrade of smartphones through close collaboration with customers and the ecosystem, the Company leverages the rich experience in edge computing to promote the popularization of innovative generative AI applications on various mobile computing devices and is committed to providing customers with comprehensive solutions and product services.

Furthermore, as mobile communication technology continues to evolve, the Company is actively developing next-generation technologies, striving to promote the development of satellite communication technology that meets global open standards, and continuously investing in 6G to maintain a leading technology position.

#### B. Wireless Communication and Broadband Networking Industry

The global digital transformation is increasing the demand for wireless connectivity in various edge devices. Particularly, with the widespread adoption of IoT devices and applications such as streaming media and online gaming, consumers' demand for data is growing every day, driving the upgrade of device specifications and connectivity technologies. For instance, 5G technology continues to expand to more platforms such as automobiles, laptops, and CPEs, while the penetration rate of Wi-Fi 7 in various devices continues to rise. Additionally, the number of broadband users continues to increase globally, accelerating the development from PON to 10G-PON. These advancements are helping home and enterprise networks support more connected devices and higher demand for data. Additionally, 5G RedCap, with its lower latency and lower power consumption, is extending 5G to more applications and devices, especially in wearables, IoT, and XR. And the high-efficiency content production brought by technology innovations of generative AI will also create more demand for connected devices.

The Company possesses leading wireless communication and broadband networking technologies and continues to expand into global customers and markets. For example, it has already taken the lead in launching Wi-Fi 7 solutions and will continue to leverage its technological advantages in mobile computing, wireless communication, and multimedia, along with the complete IP portfolio across different platforms, to develop the next generation wireless communication and broadband networking chips to seize the opportunities of future trends.

### **C. ASIC Industry**

Information technology is continuously innovating and developing, leading to increasing customization demands in consumer electronics, data centers, industrial automation, and other fields to achieve product differentiation. With the widespread adoption of generative AI and Agentic AI, data is growing rapidly and substantially, driving the demand for data center and high-speed transmission related applications such as switches, AI accelerators, storage devices, and high-speed computing.

ASICs possess advantages such as high performance, low power consumption, and differentiation. They can be optimized for specific applications to meet the needs of various scenarios and enhance product competitiveness, thereby gradually becoming more popular. Additionally, consumer electronics are continuously evolving. For example, game consoles are constantly upgrading their hardware, software, and platform services, increasing the requirements for computing, connectivity, and graphics processing capabilities. Moreover, future applications of generative AI, virtual/augmented reality, and other technologies will bring more possibilities to the gaming industry, further driving customization demands.

The Company has established a strong presence in key IPs including wireless connectivity, multimedia, low-power processors, AI, and high-speed SerDes, with long-standing partnerships with leading global suppliers. Leveraging these strengths, it has developed an ASIC business recognized by many tier-one customers, and will continue to establish cross-platform, long-term partnerships and actively expand into new fields.

### **D. Automotive Industry**

With the rise of autonomous driving, connected vehicles, and electric vehicles in recent years, the demand for automotive chips has significantly increased. These chips can be applied in smart cockpit systems, advanced driver assistance systems (ADAS), and in-vehicle communication systems. In the future, as the level of vehicle automation continues to increase, the amount of data that vehicles need to process and the decisions they need to make will also continue to grow, raising the requirements for performance, power consumption, and reliability of automotive chips. Additionally, the trends of connected vehicles and smart cities are driving innovations in related automotive connectivity technologies. Future vehicles will be able to communicate in real-time with other vehicles, infrastructure, and cloud services.

The Company's investment in automotive includes the development of high-performance processors, optimization of low-power design, and integration of various connectivity technologies. The continuous development of the automotive market will help the Company maintain an important position in the automotive chip industry with innovative technologies.

### **E. Analog Industry**

Analog plays the role of message transmission between users and machines, and therefore its applications are very broad, including PCs and peripherals, communications, automotives, data centers, consumer electronics, smart homes, and IoT. With the evolution of various consumer electronics technologies, and the rapid development of industrial, automotive, and data center markets, the demand for power management ICs has grown significantly. The Company integrates technology capabilities to provide customers with complete power management solutions in the aforementioned fields, helping them to enhance product competitiveness.



## 1.3. Technology and R&D

### 1.3.1 R&D Spending

The Company's R&D spending in 2024 was NT\$131,993,135 thousand, and from January 1, 2025 to the printing date of this annual report, the R&D spending was NT\$21,606,501 thousand.

### 1.3.2 Developed Technologies or Products in the Last Fiscal Year and Year-to-Date

- A. 5G smartphone chips;
- B. 5G stand-alone modems;
- C. Wi-Fi 6 and Wi-Fi 7 wireless communication chips;
- D. Tablet and Chromebook chips;
- E. AIoT (Artificial Intelligence of Things) device chips;
- F. 8K and 4K smart TV chips;
- G. Consumer and enterprise ASICs;
- H. 10G-PON (Passive Optical Network) chips;
- I. Bluetooth chips;
- J. Power management and controller chips; and
- K. Automotive chips

## 1.4. Long- and Short-Term Business Development Plans

### 1.4.1 Short-Term Business Development Plans

- A. Fully grasp market trends and customer needs, continue to develop highly competitive products, and adopt more advanced processes and more optimized circuit design architectures to introduce higher-specification products.
- B. Integrate the Group's products and leverage existing cross-platform advantages to provide customers with comprehensive solutions. Deeply understand and serve customers to assist them in achieving fast and smooth mass production to seize market opportunities.
- C. Enhance existing long-term partnerships with customers and actively expand customer base as well as market share through flexible marketing strategies. Meanwhile, work closely with related partners in various industries such as telecom operators to expand business opportunities.
- D. Maintain close relationships with supply chain partners including foundries and packaging and testing companies, while communicate promptly with customers to address market demands, ensuring sufficient capacity and smooth delivery, facilitating inventory and AR management.
- E. Maintain sound and flexible financial systems to support various R&D and sales activities.

### 1.4.2 Long-Term Business Development Plans

- A. Participate actively in global standard committees and deepen long-term relationships with global customers and partners to develop business opportunities in various markets.
- B. Continue to innovate and maintain a market-leading position in each product line. Actively develop more competitive next generation products through optimizations for product design and cost control to enhance product competitiveness and profitability.
- C. Continue to maintain close and deep relationships with the supply chain to jointly develop production plans that further increase competitiveness and reduce costs.
- D. Recruit and nurture global talents with different expertise in areas such as R&D and sales & marketing. Reserve sufficient energy in product development and promotion and establish a sound education and training system to inherit and carry forward past experiences.

- E. Optimize global management systems to strengthen internal operation efficiency and external effective communications. Maintain good relationships with the global capital market and seek appropriate investment targets that benefit business expansions.

## 2. Market, Production, and Sales Overview

### 2.1. Market Analysis

#### 2.1.1 Major Markets

Region	2024	
	Sales (NT\$ thousands)	Percentage
Export sales	501,213,182	94.46 %
Domestic sales	29,372,704	5.54 %
Total	530,585,886	100 %

#### 2.1.2 Market Share

According to Gartner, the worldwide semiconductor revenue was US\$656 billion in 2024, with MediaTek holding a global market share of 2.4%, ranking 10<sup>th</sup> in the industry. Additionally, TrendForce reported that MediaTek was ranked 5th among global IC design houses in 2024.

#### 2.1.3 Markets' Supply, Demand, and Growth Potential

##### A. Mobile Computing Devices

The development of advanced computing, artificial intelligence, and virtual/augmented reality technologies, along with the widespread adoption of 5G, contributes to the upgrade of various mobile computing devices and shortens the replacement cycle. The Company holds leading market positions in various mobile computing devices such as smartphones. With constant technological advancements and increasing consumer demands for products, it will be able to continuously explore new market opportunities.

##### B. Wireless Communication and Broadband Networking Products

Consumer demand for bandwidth is continuously increasing with the acceleration of digital transformation, driving the development of connectivity technologies such as 5G, satellite communications, broadband networking, and Wi-Fi. Continuous innovation and upgrades in technology not only enhance user experience but also boost the demand for various consumer electronics and IoT-related products. The Company possesses a comprehensive IP portfolio in various wireless communication and broadband networking technologies and will continue to benefit from the growing demand for these technologies in more application fields in the future.

##### C. ASIC Products

Information technology is advancing rapidly, and with the fast-growing data, data centers, and AI applications, the related demand for high-speed transmission and data center has increased significantly. The Company has a diverse product portfolio and comprehensive platforms. With its steady investment in the development of new technologies and integration of multiple advanced IPs, such as wireless connectivity, multimedia, low-power processing, AI, and high-speed SerDes, the Company is able to provide the most competitive consumer and enterprise ASICs.

##### D. Automotive Products

With the arrival of the high-performance computing era, consumers are placing greater emphasis on the driving experience. In particular, smart cockpits focus on human-vehicle interaction interfaces, with high computing performance enabling the integration and interaction of multiple screens. Additionally, with the rapid development of vehicle networking, cars can connect to the internet and operate in conjunction with external devices and systems to meet new application demands. The Company extends its technological advantages from various fields to the automotive platform, dedicating itself to creating highly integrated smart automotive solutions.

## **E. Analog Products**

With the continuous advancement of modern technology, the power management IC market has become more diverse and is growing more rapidly, especially in fields such as 5G communications, computers, IoT, and wearable devices. The solutions of the Company continue to help customers pursue thinner designs and longer battery life. Additionally, the Company is also focusing on high-growth markets such as automotive, data center, and industrial, optimizing its product portfolio to flexibly respond to market challenges.

### **2.1.4 Competitive Advantage**

#### **A. Outstanding Management Team**

The management team has many years of collaborative experience in multimedia, and it has grown with the participation of other outstanding talents, including senior IC design engineers and system engineers, further enhancing the strength of the team. With long-term collaborative synergy and excellent talents, the team not only continues to launch new products but has also established a more comprehensive company structure, laying a solid foundation for future development.

#### **B. Strong System-on-a-Chip (SoC) development capability**

The Company has a large number of highly skilled talents in both IC and system design. The collaboration between the design and system departments enables it to continuously develop new products with strong market advantages every year.

### **2.1.5 Favorable and Unfavorable Developments, and Countermeasures**

#### Favorable Developments

#### **A. Possess an advanced and comprehensive IP portfolio, and continue to invest in technology to sustain platform competitiveness**

As digital transformation propels the demand for mobile devices and IoT, the increase of consumers' requirement for user experience will contribute to the continuous upgrade of technology and the growth in the IC industry. The Company spares no effort in the development of various technologies and a wide range of consumer electronics and possesses the most comprehensive IP portfolio in the industry. For example, its early investment in 5G and Wi-Fi 7 enables it to fully participate in the product life cycles, providing customers with leading technologies and convenient and stable total solutions for prompt design-ins among different application platforms.

In addition, as various smart device platforms increasingly focus on computing performance and power consumption, combined with the expanding application of ARM-based processors, the Company continues to invest in advanced processes and packaging technologies to enter the flagship and high-end markets across various applications through a more complete product portfolio.

#### **B. Ride on the ubiquitous AI wave and seize market opportunities comprehensively with edge AI and cloud AI technologies**

The Company builds highly integrated edge devices chips through high-performance, low-power CPUs and GPUs, as well as AI processing units (NPUs) optimized for running large language models for generative AI. Apart from being one of the few companies capable of supporting various major edge devices in edge AI, the Company also provides high-speed SerDes, and power management IC solutions related to data center to support the demand for cloud AI. Additionally, the Company offers a variety of wireless and wired connectivity technologies to assist edge devices and cloud data centers in achieving collaborative operation. Therefore, with the ubiquitous AI wave, the Company holds an excellent position and is poised to bring edge, cloud, and hybrid AI into cross-platform solutions with key technologies and IPs, serving as an AI enabler.

#### **C. Continue to collaborate with tier-one customers to develop highly competitive ASICs**

ASICs require higher technical integration capabilities and have a product cycle that is longer than the general consumer electronics. ASICs also possess advantages such as high performance, low power consumption, and differentiation. They can be optimized for specific applications to meet the needs of various scenarios and enhance product competitiveness. The Company has been developing multimedia and high-speed transmission technologies for many years. With a complete IP portfolio, extensive platforms, advanced

process chip design and integration capabilities, as well as experiences in large-sized packaging, the Company develops new products for tier-one customers and has received high recognition from customers.

**D. Satisfy customer needs with high-performance and low-power solutions in the thriving automotive sector**

With the popularization of connected vehicle technology and advancements in autonomous driving, vehicles are no longer just a means of transportation, but intelligent and interconnected mobile platforms. Leveraging years of accumulation and forward-looking planning in technologies such as mobile computing, wireless communication, multimedia, and power management, the Company introduced Dimensity Auto platform, encompassing products such as smart cockpit, connectivity, smart drive, and key components. The platform aims to provide a high-performance, intelligent, energy-efficient, and reliable product portfolio, as well as excellent solutions for the next generation of smart vehicles in collaboration with the industry leader, NVIDIA.

**E. The wide adoption of electronic products and the demand for energy efficiency and high performance continue to drive demand for analog products**

With the increasingly widespread adoption of high-frequency wireless applications, the demand for low-noise, ultra-low dropout, and low-power linear regulators has increased significantly. In addition, the increasing awareness of power-saving in recent years has further expanded the demand for power and battery management. The Company provides stable and efficient power management solutions for various electronic products and equipment and will continue to benefit from the development of related trends.

Unfavorable Factors and Countermeasures

Due to the rapidly evolving technology industry and the continuous emergence of new technologies, the market often faces price reduction pressures given ongoing competition in end products and relatively short product life cycles. Therefore, in the face of the highly competitive technology industry, the Company constantly reserves energy and cultivates high-quality human resources, actively developing high-performance new products. It aims to lead the industry by launching high-quality products through technological innovation and excellent market responsiveness, entering the market early to enhance competitiveness.

## 2.2. Key Product Applications and Manufacturing Processes

### 2.2.1 Key Product Applications

The Company's key products include mobile computing device chips, wireless communication and broadband networking chips, digital TV chips, ASICs, and analog chips. The key end applications include mobile phones, tablets, digital TVs, smart home devices, wearables and IoT products. The usage descriptions are as follows:

**A. Mobile Computing Device Chips**

The Company leverages its specialized image processors, multimedia, wireless connectivity technologies, and advanced AI capabilities to create highly integrated SoCs for various computing devices. For example, in smartphone, the Company supports a wide range of 4G and 5G smartphones, from flagship to mainstream models, offering a rich product portfolio for different markets.

**B. Wireless Communication and Broadband Networking Chips**

The Company possesses high-speed, high-efficiency, and low-latency technologies such as 5G, Wi-Fi, and Bluetooth to support various consumer and enterprise products, including broadband, routers, consumer electronics, and IoT products, providing the market with a smoother, always-connected experience. Its broadband products include xDSL, GPON, 10G-PON, etc., which are applied in terminal modems and integrate functions such as Wi-Fi, Ethernet, and VoIP for home gateways.

**C. Digital TV Chips**

The Company's digital TV SoCs are used to receive digital TV signals (such as satellite, terrestrial, or cable). They are equipped with built-in AI processors (APUs) to enhance picture quality and audio processing and incorporate advanced wireless connectivity technologies such as Thread and Wi-Fi.

#### D. ASICs

ASICs are designed for specific applications and optimized for particular functions and requirements. The Company's ASICs are mainly used in consumer and enterprise electronics.

#### E. Automotive Chips

The Company's Dimensity Auto Platform offers a high-performance, intelligent, energy-efficient, and reliable suite of automotive solutions for the global market. It works closely with global partners with openness, jointly promoting the acceleration of user experience towards greater intelligence.

#### F. Analog Chips

The Company offers the core components of electronic systems that stabilize current, and by different requirements for various applications, provides customers with voltage detection systems for current protection, power transition for different voltages or AC/DC, power management that integrates multi-set of power transition circuits on a single chip, and driver chipsets for systems and other electronic components.

### 2.2.2 Key Product Manufacturing Process

The chart below shows the process of developing an IC product:



#### A. Design Process

The Company's IC design process involves design engineers using computer-aided design (CAD) and other tools to convert circuits into patterns that can be mass-produced, based on the specifications of the product plan, and then manufactured by the wafer foundry.



#### B. Photomask Process

Finished IC circuit designs are stored in a tape as a database for a photomask company to produce the mask sets. There are four stages in the photomask production process: glass process, Cr film coating, resist coating, and shipping. The completed photomasks are then used by the wafer fabrication plants.

#### C. Wafer Foundry Process

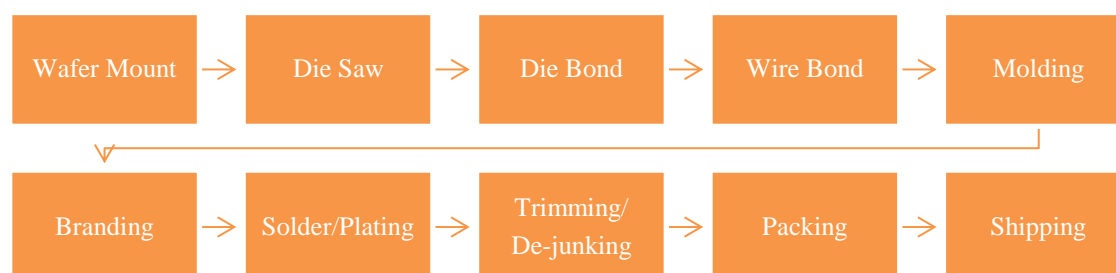
Wafer fabrication is outsourced to foundries. After the wafers are produced, they enter the module and go through various processes such as etching, photo, thin film, and diffusion, in conjunction with the use of masks, to complete the fabrication. The completed wafers then undergo electrical testing, and those that pass the test can be shipped.

#### D. Wafer Testing Process

A finished wafer must be checked for conformity in its electronic functions. Non-functional dies will be marked and sorted out.

## E. Packaging Process

The good dies on the wafer will go through the packaging process as indicated below:



## 2.3. Supply of Raw Materials

Wafers are the Company's main raw materials and are primarily procured from foundries, which include Taiwan Semiconductor Manufacturing Company Limited (TSMC), United Microelectronics Corporation (UMC), and GlobalFoundries. These suppliers have a considerable level of product quality and process capability, satisfying the Company's requirement and expectation for supply quantity and cooperation. The Company negotiates pricing with suppliers according to market supply and demand conditions, and reviews production and service quality periodically, with suppliers offering technical services. The Company not only continues to strengthen cooperation with existing partners, but also actively engages with other potential suppliers to ensure it has more supply, quality, and pricing guarantees and choices.

## 2.4. Key Supplies & Customers

### 2.4.1 Key Suppliers

Suppliers accounting for more than 10% of the total purchase in any of the previous two years:

2023				2024			
Supplier	Amount Purchased	% of Total Purchase	Relation	Supplier	Amount Purchased	% of Total Purchase	Relation
Supplier A	105,393,360	66.64%	Not a Related Party	Supplier A	128,197,794	67.21%	Not a Related Party
Supplier B	—	—%	Not a Related Party	Supplier B	19,504,591	10.22%	Not a Related Party
Others	52,765,847	33.36%		Others	43,049,156	22.57%	
Total	158,159,207	100.00%		Total	190,751,541	100.00%	

Unit: NT\$ thousands / %

The changes are primarily due to product mix differences.

### 2.4.2 Key Customers

Customers accounting for more than 10% of the total sales in any of the previous two years:

2023				2024			
Customer	Sales	% of Total Revenue	Relation	Customer	Sales	% of Total Revenue	Relation
Customer A	50,496,067	11.65 %	Not a Related Party	Customer A	79,179,427	14.92 %	Not a Related Party
Customer B	48,676,082	11.23 %	Not a Related Party	Customer B	64,740,540	12.20 %	Not a Related Party
Customer C	47,201,879	10.89 %	Not a Related Party	Customer C	64,472,495	12.15 %	Not a Related Party
Others	287,072,302	66.23 %		Others	322,193,424	60.73 %	
Total	433,446,330	100.00 %		Total	530,585,886	100.00 %	

Unit: NT\$ thousands / %

### 3. Employees

		2023	2024	2025 (As of Feb 28)
Number of Employees	Management	1,240	1,286	1,305
	R&D	19,308	19,680	19,799
	Sales & Marketing	770	792	801
	Manufacturing	684	639	641
	Total	22,002	22,397	22,546
Average Age		36	37	37
Average Years of Service		6.3	7.0	7.1
Education	Doctoral	4.85%	4.91%	4.88%
	Master	74.59%	74.66%	74.38%
	University & College	20.11%	19.98%	20.26%
	High School	0.45%	0.45%	0.48%
	Total	100%	100%	100%

### 4. Material Contracts

As of February 28, 2025

Agreement Type	Counterparty	Term	Summary	Restrictions
Patent licensing	Rambus Inc.	From Jan. 1, 2017	Rambus and the Company renewed the patent licensing agreement, effective retrospectively to the beginning of 2017.	None
Patent licensing	ATI Technologies ULC	From Sep. 16, 2019	Both parties reached a patent cross-licensing agreement	None
Real estate development and management	Railway Bureau	From Jun. 14, 2022	Subsidiary Hsu-Yuan Investment Corp. signed a land use rights contract and a development and operation contract with the Railway Bureau for the land located in the Shixing section 2, Zhubei City, Hsinchu County, to build and operate an office building in the designated station area (2) of Hsinchu Station of Taiwan High Speed Rail.	None
Civil engineering	Lee Ming Construction Co., Ltd.	From Nov. 10, 2023	Subsidiary Hsu-Yuan Investment Corp. signed a civil engineering contract for the land use rights in the designated station area (2) of Hsinchu Station of Taiwan High Speed Rail.	None
Civil engineering	Kedge Construction Co., Ltd.	From Dec. 20, 2023	The Company signed a civil engineering contract for the data center in Tongluo.	None
Civil engineering	Lee Ming Construction Co., Ltd.	From Jul. 24, 2024	The Company procured construction and civil engineering works for the construction of an office building.	None

Note: For the Company's other related contractual commitments, please refer to the Company's 2024 Consolidated Financial Statements and Independent Auditors' Report.

## 5. Information Security Management

### 5.1. Information Security Management Strategy and Structure

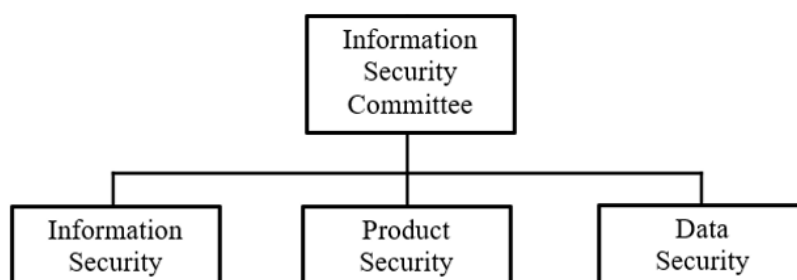
#### 5.1.1 Information Security Risk Management Structure

##### A. Corporate Information Security Governance Organization

To manage information security risks, the Company established the Information Security Committee, chaired by Co-COO, Corporate Executive Vice President and CFO, to regularly review the implementation of information security, product security, and data security, and reports the inspection results to the Board of Directors on a regular basis. The Information Security Committee meets at least once every six months and may convene meetings at any time as needed for risk management. The chairman of the Information Security Committee represents the Committee and reports to the Board of Directors once a year.

- Information Security: Including the management, planning, supervision, and implementation of information security.
- Product Security: Including product safety framework planning and introduction, industry standard compliance, protocol formulation, training, threat risk modeling, testing procedure, and vulnerability management.
- Data Security: Including the planning, implementation, and discussion of intellectual property information management standards.

##### B. The Company's Organizational Structure for Information Security



#### 5.1.2 Policy for Information Security

##### A. Corporate Information Security Management Strategy and Structure

- MediaTek shall maintain the confidentiality, integrity, and availability of information in order to reduce the risk of unauthorized use, damage, or leakage of information, and to comply with government regulations, requirements, and policies related to information security.
- In order to uphold customers' confidence in product safety, MediaTek shall establish effective control measures to prevent the risk of security or privacy vulnerabilities in its products, including but not limited to security requirements and framework analysis, threat analysis, code scanning, security incident response, and vulnerability management.
- MediaTek shall establish a "Defense in Depth" multi-level information security detection and defense mechanism to proactively establish pre-security protection. When an information security incident occurs, necessary emergency response measures shall be taken swiftly to reduce potential damage and strengthen information security resilience.
- MediaTek shall strengthen employees' awareness of information security through trainings and establish the concept that everyone is responsible for information security.

##### B. Corporate Information Security Management and Continuous Improvement Structure

To effectively implement information security management, MediaTek shall establish and implement the Information Security Management System (ISMS) based on the Plan-Do-Check-Act (PDCA) cycle operating model of ISO/IEC 27001. MediaTek shall also refer to the National Institute of Standards and Technology



Cybersecurity Framework (NIST CSF) of the United States to integrate information security control mechanisms into daily operations.

### C. Managerial Plans

#### a. Information Security Protection and Control Measures

<b>Identify</b>	Review the business environment and key resources and services to develop a risk management strategy that conforms to daily operations, including establishing information security standards and implementing an asset management system.
<b>Protect</b>	Formulate and implement corresponding defense measures to strengthen key resources and services, including Identity Access Management (IAM), antivirus software, endpoint protection, and system patch management.
<b>Detect</b>	Establish a mechanism for real-time detection of information security incidents and alerts, including email protection systems, intrusion detection systems, Security Operations Center (SOC), and regularly inspect the information system framework.
<b>Respond</b>	Establish the Cyber Security Incident Response Team (CSIRT) to take charge of the management of information security incidents, including investigation, identification, and providing plans for improvement. The reporting and handling of such incidents should follow the standard procedures.
<b>Recover</b>	Develop a data backup plan to ensure that normal operations can be restored as quickly as possible in the event of an information security incident that affects operations.

#### b. Review of effectiveness information security

<b>Information Security Governance</b>	<ul style="list-style-type: none"> <li>■ Received the SGS IT Awards for Excellence in Automotive Cybersecurity Management</li> <li>■ Retained the first place in the 2024 TCSA Information Security Leadership Award (Manufacturing and Energy Industries category)</li> <li>■ Joined a cybersecurity incident response organization, FIRST, ensuring timely threat detection</li> <li>■ Revised outsourcing operations management and customer project account management guidelines to reduce cybersecurity risks and strengthen sensitive data protection</li> </ul>
<b>Information Security Maturity Assessment</b>	<ul style="list-style-type: none"> <li>■ A third-party information security risk assessment tool ranked MediaTek's information security maturity level "A"</li> <li>■ Integrate third-party threat information to determine and manage external risks</li> <li>■ Periodically conduct red team drills and computer information security checks</li> <li>■ Strengthen supplier information security management and hold supplier information security forums to enhance the security defense capability of suppliers</li> <li>■ The ISO27001 certification remains valid (valid from Dec 6, 2022 to Oct 31, 2025) with plans to complete the re-certification for the 2022 version this year</li> </ul>
<b>Results of Product Security</b>	<ul style="list-style-type: none"> <li>■ Established a company-wide Fuzz Testing platform and quality standards, integrating fuzz testing tools and management systems to ensure consistent processes across all product lines, meeting security and quality requirements</li> <li>■ Implement quarterly PSDLC audits for each product line, issuing reports as a basis for performance and improvement</li> <li>■ Establish an external threat intelligence collection process, regularly release security-related intelligence information to BU/FU for reference, and analyze potential risks and impacts for early warnings</li> <li>■ Established relevant procedures according to the automotive cybersecurity standard ISO/SAE 21434 requirements and obtained process certification to meet the compliance needs of the automotive market and customers.</li> </ul>

**D. The number of employees participating in the management of information security was 280, and the related expenses were NT\$332 million in 2024.**

## 5.2. Information Security Risks and Countermeasures

Regarding the risks and management measures of information technology security, MediaTek, as a fabless semiconductor company with many computers, instrument equipment, and information systems related to IC design businesses, needs to protect the information and computer systems security through the information security management system. Even though MediaTek has established such system, it does not guarantee that the computer system it controls or maintains can completely avoid any actively invasive hacker attacks. Due to the rapidly changing hacker attack methods and malware technologies, and the existence of unique and advanced attack behavior, the Company's operation may be impacted, and important data may be lost. On the other hand, the scope of the information systems, upstream and downstream partners, and customer data that the Company manages is increasing. Only through continuous detection, evaluation of network and system framework, and refined security management measures can the effectiveness of information security measures be ensured.

MediaTek's information security management system includes but is not limited to privileged account management, information security penetration testing, detection and blocking of malware, multi-factor authentication mechanisms, social engineering drills, and intrusion detection systems in critical information systems and network exits. MediaTek operates an information security monitoring center and a team, which uniformly records and continuously monitors and analyzes the above-mentioned important information security events, ensuring the effectiveness of information security event detection through the establishment of a dedicated professional information security unit.

Hackers can attempt to steal important operational information of the Company or sell the stolen technical information through information system vulnerabilities. These malicious behaviors not only affect the Company's image but also cause substantial financial losses. To eliminate major information system vulnerabilities, MediaTek has been conducting information security penetration testing since 2014, simulating various hacker attacks on important information systems to examine the presence of system vulnerabilities. In addition, automated vulnerability scanning has been implemented since 2019 to ensure the integrity of information security checks. Furthermore, more resources have been put into the more advanced red and blue team drills since 2020 to discover and repair information system vulnerabilities as many as possible.

Specific groups of hackers continue to attempt to infiltrate technology companies possessing critical technology, and once penetrated, they will lurk in or implant backdoor programs into the internal information system. To detect whether the information system has been implanted with malware, MediaTek has been conducting regular internal automated and large-scale malware detection since 2015 to ensure the security of the information system. Such hacker tactics often penetrate the company's information system through social engineering malicious emails or any method to lure employees. In addition to repairing information system vulnerabilities, MediaTek has also been conducting social engineering drills since 2015, and based on the results, implementing information security trainings for employees to enhance their awareness of information security when facing such hacker threats.

Given that some information systems purchased from third-party vendors may still have vulnerabilities, leading to computer virus or worm infections, MediaTek has included information security requirements and standards in outsourced information system contracts, and has specified a vulnerability patching policy to prevent the spread of computer viruses and its impact on company operations. Additionally, MediaTek strengthens the information security management of its manufacturing supply chain partners through audit and assistance and holds supplier security forums to enhance their security protection capabilities. Through these information security control measures, MediaTek continuously establishes a trustworthy environment for enterprise. However, even with a trustworthy environment, there is still a chance of malicious users forging identities and abusing information systems. Therefore, since 2019, MediaTek has strengthened its employee password policy and introduced a multi-factor authentication mechanism to reinforce identity authentication for information systems. In response to the ever-evolving cyber-attacks, automation of the security monitoring center was initiated in 2022 to effectively handle and track security incidents through the security event management system. In terms of the Company's efforts in product security, TISAX certification for automotive cybersecurity international standards was obtained in 2023, establishing a company-wide fuzz testing platform and quality standards to ensure consistent processes across all product lines, meeting security and quality requirements, further aligning with international cybersecurity standards and meeting customer expectations.

### 5.3. Major Information Security Incidents

In 2024, MediaTek passed the information security-related audits without finding material deficiencies and without violating information security, which may result in no significant information security incidents such as customer information leaks or fines.

## V. Corporate Sustainability Development

### 1. Corporate Commitment

#### 1.1. Employee Experience

MediaTek cultivates strong employee relations by offering challenging and fulfilling work experiences. The Company has instituted responsible units specialized in compensation and benefits, training and development, global recruitment, and employee experience and relations to promote and implement various policies within the Company. In addition, MediaTek works with managers at all business unit levels through HR Business Partner (HRBP), a specialized human resource strategic partner, to promote healthy organizational development. Recognizing that positive employee experiences and relations are crucial to sustained performance, the Company prioritizes investments that enhance the overall employee work experience.

##### A. Recruitment and Employment

Guided by a diverse and inclusive talent strategy, the Company complies with local laws and regulations across its global operations while endorsing and supporting the principles outlined in international human rights conventions such as the Universal Declaration of Human Rights by the United Nations. The Company treats all employees with dignity and respect and endeavors to prevent any actions that violate human rights. Discriminatory behaviors towards employees based on their race, age, gender, sexual orientation, disabilities, pregnancy, political affiliation, or religion are not allowed in recruitment. All employees are required to receive training on preventing illegal workplace conduct as the Company actively works to enhance diversity and inclusion awareness, support minority workers, and foster an equal and friendly workplace. All employees are required to sign consensual labor contracts in accordance with the law. The terms and conditions of the contract prohibit forced labor, and employees are required to abide by labor laws regarding working hours.

##### B. Employee Communication

A communication matrix is used to effectively assist employees in understanding the Company's operations, disseminating policies, and resolving issues related to the work environment. This is achieved by managing diverse communication channels and assisting supervisors in effective communication. These channels are designed to reach all employees globally and serve different objectives, including keeping them informed about company operations, improving the work environment, fostering consensus, and collecting feedback.

- a. Global executive communication meetings are held quarterly for executives to share important company information and build consensus. In 2024, a total of 4 such meetings were held with over 8,000 participants worldwide.
- b. Labor-management meetings are held quarterly at headquarters, where representatives from labor and management are invited to respond to and discuss major issues. This has been significantly helpful in promoting mutual understanding between the Company and the employees and creating cohesion. In 2024 and up to the printing date of the annual report, the Company has not suffered any loss due to labor disputes.
- c. The Global Employee Survey is conducted every two years. In 2023, a new approach was introduced, utilizing an employee feedback platform for employees at various career stages. The 2023 survey achieved an 86% global participation rate, with over 16,000 employees taking part. Results indicated positive responses in two key performance indicators: (1) employee engagement, with 82% of employees demonstrating strong commitment and dedication, and (2) retention intent, with 82% expressing a desire to stay with the company for more than three years. Based on these findings, the Company developed an action plan, implemented starting in 2024, to further promote workplace inclusion.
- d. The Company publishes a bilingual bimonthly corporate e-magazine, the "MediaTeker Hub Newsletter," which allows global employees to stay informed about important events and messages. In 2024, six issues were published with an average readership of 2,600 readers per issue.

- e. MediaTek's internal web platform, "MediaTeker Hub," provides global employees with real-time updates on important events and internal information.
- f. The AI Chatbot launched in 2020 has been widely used to offer responses to topics such as human resources, office services, legal affairs, intellectual property information, and financial and IT questions. It has also been extended to overseas offices, enabling timely and accurate responses to employees' inquiries through technology. Employees asked an average of 20,769 questions per month in 2024, with a 98% accuracy rate in responses.
- 1. Diverse channels for feedback are available, such as the "I have a good suggestion" platform on the internal network, which encourages employees to share their opinions and ideas and respond promptly to any concerns or suggestions. The Company also has an "employee complaint inbox" mechanism that provides a safe and confidential platform to assist employees in handling work-related or management-related issues.

Through the above measures, MediaTek helps employees understand important company policies in a timely manner, shapes an open and transparent communication culture, and promotes mutual understanding between the Company and its employees.

### C. Employee Cohesion

In addition to diverse communication channels, MediaTek actively encourages participation by leveraging the motivations of colleagues from different teams through large-scale company events, such as year-end parties, corporate celebrations, and family days. The Company also hosts festive occasions, including Women's Day, Engineer's Day, and Christmas celebrations, among others, as well as department-specific events like family days, team outings, and birthday celebrations. These initiatives, along with travel groups and community engagement activities, aim to enhance participation rates and strengthen the bonds among colleagues and their families.

In 2024, to commemorate the Company's 27th anniversary, a series of activities centered around the theme "Tomorrow Built by You" were launched, inviting employees to embrace the Company's vision of collaboratively shaping the future. These initiatives inspire employees to come together in a collective mission to forge a brighter and more sustainable future. During this event, the Company introduced the "Global Volunteer Excellence Award," recognizing employees who have made significant contributions while actively engaging in social welfare. The award recipients hailed from the Taiwan headquarters as well as from global branches in China, the United States, Europe, and the Asia-Pacific region, with various fields in STEM education, fire department volunteering, and sports volunteering represented. With an average tenure of over three years, these individuals have positively impacted more than 20,000 lives. By acknowledging their volunteer efforts, the Company aims to inspire more employees to extend their influence beyond the workplace and contribute to a sustainable future.

Additionally, the Company hosted a two-day Family Day event at Leofoo Village Theme Park, marking the first time the park opened its doors to a corporate charter since its inception. The event, which brought together the themes of fun, charity, and sustainability, attracted nearly 30,000 colleagues and their families, setting a new record for Family Day participation. The occasion also empowered employees to serve as ambassadors to further enhance the collective corporate brand.

The Company also fosters a sense of community and work-life balance by encouraging employees to form social clubs. By the end of 2024, there were 76 clubs at headquarters, with over a quarter of the employees participating in at least one. To enhance awareness of these clubs, exhibitions are organized, allowing non-participating colleagues to discover their activities and encouraging greater visibility and involvement. Moreover, subsidies are provided to employee associations and company activities, enabling them to grow and thrive and becoming one of the important forces for uniting employee communities and networks.

In addition to corporate events, HRBP also continues to deepen the connection between the company, supervisors, and employees. Through customized workshops, courses, and projects, the Company enhances its operational efficiency while also fostering more seamless and transparent communication between supervisors and employees.

## D. Work Environment Safety and Employee Healthcare

The Environmental, Safety and Health (ESH) Policy is the highest guiding principle for the Company's ESH management. To comply with the requirements of ISO 14001 and ISO 45001, audits of the ESH management system are conducted periodically, and ESH policies are made available on the internal website. The Company educates all levels of employees according to the "Education and Training Management Procedure" and requires contractors to comply with the "Contractor ESH Management Procedures," allowing internal and external members to fully understand the ESH Policy, ensuring the appropriateness and effectiveness of the continuous operation of the ESH management system.

Healthy employees are the bedrock of high-performance output. To that end, the Company has provided comprehensive on-site health check-ups and post-examination consultation services to all employees for 19 consecutive years. A range of customized examination plans have been designed to cater to the diverse health needs of employees across different age groups and genders, focusing on the screening and prevention of common high-risk diseases in Taiwan. These include low-dose lung computed tomography (LDCT) for early lung cancer detection, coronary artery calcification analysis to assess cardiovascular disease risks, gastrointestinal endoscopy, and consultations with professional ophthalmologists. Female colleagues are offered breast ultrasound and cervical smear examinations to facilitate early prevention and treatment of common diseases. Furthermore, the Company provides online consultation services with professional doctors, a resident clinic, and exclusive medical lecture resources for each business unit, enabling supervisors to offer tailored medical information and support to their teams.

To foster physical health and encourage regular exercise among employees, fitness centers are available in various office buildings. In 2024, the "United Leap Challenge" annual health promotion campaign was launched, featuring tailored sports events for different groups, including avid exercisers, occasional participants, and those who rarely engage in physical activity. By emphasizing the fun aspect of competition and team support, the campaign effectively increased employees' exercise frequency, transforming it into a daily habit.

Complementing active health promotional activities, the Company also conducts annual health analyses, which inform the development of work-life integration seminars and thyroid disease-related lectures. A bimonthly, bilingual health e-newsletter further supports employees' physical and mental well-being. The Health & Lifestyle Center's facilities, including the gym, badminton court, basketball court, table tennis room, and aerobics studio, have reached full utilization during evenings, prompting the Company to introduce morning, lunchtime, and holiday service hours to cater to the growing number of employees and their diverse fitness needs. This effort earned the Company its second consecutive "Sports Enterprise" certification.

Furthermore, the Company has set up massage and relaxation rooms, where visually impaired massage therapists recommended by the Blind Welfare Associations of Hsinchu City/County and Taipei City provide professional massage and relaxation services.

To support employees' mental health, the Company not only offers a range of emergency assistance measures to alleviate psychological stress during crises but also organizes mental health lectures and provides psychological stress evaluation services. Additionally, the Company has partnered with a professional "Employee Assistance Program" for employees to confidentially seek consultation and support for psychological and legal issues without any pressure.

## E. Employee Services

A variety of healthy and hygienic dining options are available for employees to maintain a balanced diet. In 2024, there were over 30 vendors stationed in various buildings at headquarters, providing employees with a diverse range of dining options. The Company conducts an annual dining satisfaction survey each December to identify and replace less satisfactory vendors, thereby ensuring ongoing improvements in dining quality.

During the annual Mid-Autumn Festival, the Company curates special mooncake gift boxes for employees, available for online ordering. A portion of the proceeds from each order is donated to charitable organizations. In 2024, a total of 16,345 gift boxes were ordered, resulting in donations amounting to NT\$163,776. Moreover, to further support employees, the Company hosts annual holiday sales events at the workplace, prioritizing vendors from charitable or disadvantaged groups, allowing employees to contribute to corporate social



responsibility while at work. The Company is also committed to environmental sustainability, encouraging all employees to bring their own utensils to reduce the use of disposable tableware.

## F. Care for the Employees and Their Families

Beyond establishing employee-friendly policies and a positive environment, MediaTek offers personalized care and support to address individual employee needs. This includes a range of services, from emergency assistance for situations like accidents or family crises to psychological counseling and referrals. To proactively understand and support its departments, the Company conducts “Department Morale Surveys,” focus group interviews, and random interviews to identify any anomalies. This allows for the investigation of underlying issues, the development of improvement strategies, and the implementation of necessary corrective actions by departments.

Understanding that every hardworking employee has family members who provide essential support, the Company has extended certain employee benefits to include their families. In addition to allowing family members to use the exclusive health and wellness centers on weekends, a kindergarten was established in 2018, with the first enrollment occurring in 2019. Now in its sixth year, the kindergarten currently serves 99 children. To further support employees in starting and raising their families, a customized newborn gift box was launched in 2023, and to date, over a thousand MediaTek babies worldwide have been born and received this special gift.

## G. Employee Welfare Committee

MediaTek’s Employee Welfare Committee was established with members nominated and representing each department in accordance with the “Guidelines for the Organization for the Employee Welfare Committee.” The purpose of this committee is to oversee Employee Welfare Committee budget and to promote various benefits. Notably, the Company allocates a higher percentage of revenue to support the Committee than is legally required, enabling it to offer a broader range of welfare options than is typical in the industry. MediaTek provides flexibilities considering the cohesion of each department and the choices of personal welfare, such as setting up departmental allowances to encourage social events, birthday celebrations, family days, and sports activities. In 2019, MediaTek implemented a flexible welfare policy, allowing employees to apply the flexibility of subsidies to four major items, truly reflecting the flexibility and the spirit of employee welfare.

## H. Continuing Education and Training System

The Company provides a comprehensive training system for a challenging and learning environment to inspire employees’ potential and grow the Company’s overall capability. Training programs are tailored to employees’ job levels and the specific nature of their work:

- a. **Management Training System:** Help managers develop their training blueprint based on skills required for their positions.
- b. **Orientation:** Orientation hosted by Human Resources Department helps new staff to better fit in the workplace by learning company policies, corporate culture, working environment, etc.
- c. **General Training:** Fundamental training sessions for employees in all departments and job functions are held to meet regulatory and company policy requirements.
- d. **Technical Engineering Training:** Offer a range of professional training and development programs tailored to engineers, aligning with their specific project requirements and the various stages of their careers.
- e. **Professional Knowledge Training:** Training designed for specific professional development according to different specialties, such as environmental safety, finance and accounting, human resources, information technology, intellectual property, marketing & sales, quality assurance management, etc.
- f. **Personal Effectiveness Training:** Assist employees to improve their personal skills and knowledge needed for daily assignments, cultivate different capabilities, and enhance work effectiveness.
- g. **Language Training:** English learning courses, conversations, workshops, training courses, and lectures are offered based on the needs of the organization, enabling staff to effectively apply their skills in the workplace and enhance their international competitiveness.
- h. **External Training:** Enhance employee quality and skills to help business development and address gaps in internal training. This includes mandatory training required by laws and regulations, such as annual fire protection, accounting, and auditing training, as well as obtaining relevant certificates and licenses necessary for business operations.

Results of education and training in the most recent fiscal year are as follows:

	Categories	2024			Jan 1 to Feb 28, 2025		
		Number of People	Total Hours	Total Cost (NT\$, thousand)	Number of People	Total Hours	Total Cost (NT\$, thousand)
Internal Training	Management training system	11,826	52,527	67,659	830	3,729	1,990
	Orientation	97,175	93,010		3,778	4,320	
	Technical/professional	86,538	384,029		9,973	59,592	
	Personal effectiveness	14,032	116,525		789	6,521	
	Language training	1,535	18,597		96	570	
External Learning Platform	Technical/professional	1,072	11,937		236	1,689	
	Personal effectiveness	67,146	68,488		1,725	10,815	
	Language training	58,523	59,603		1,389	6,167	
Total		337,847	804,716		18,816	93,403	

## I. Retirement System

Retirement plans in domestic and international business sites are set in accordance with local laws and regulations. MediaTek provides defined benefit plans under the Labor Standards Act, and defined contribution plans under the Labor Pension Act. In 2024, 99.4% of employees were covered by defined contribution plans, while 0.6% of employees were still covered by defined benefit plans.

Under the Labor Standards Act, MediaTek provides pensions based on an employee's length of service and average monthly salary for the six-month period prior to retirement. The contribution amount equals 2% of salary per month and is deposited in a special account at the Bank of Taiwan in the name of the Supervisory Committee on Labor Retirement Funds. Under the Labor Pension Act, MediaTek makes monthly contributions to each employee's pension account at the Bureau of Labor Insurance. The contribution amount is at least 6% of the employee's monthly salary. In 2024, the recognized pension expenses for defined contribution plans were NT\$2.935 billion.

In addition to fulfilling legal requirements for retirement contributions, the Company conducts annual actuarial assessments of retirement reserves with the help of qualified actuaries. It makes pension contributions to employee accounts, recognizes pension liabilities, and safeguards employees' rights to future pension benefits. This approach not only protects employees but also encourages them to engage in long-term planning and commitment to their careers within the Company.

## J. Promoting Workplace Diversity and Gender Equality

MediaTek is committed to the values of diversity, equity and inclusion (DEI) and strives to create a positive workplace environment based on these principles. The Company is committed to providing a top-tier work environment, which includes a diverse workforce, an inclusive culture, and equal opportunities.

The Company respects differences among all employees and ensures that hiring, promotion, and employee-related decisions are free from bias based on gender, sexual orientation, appearance, age, marital status, disabilities, race, religion, nationality, or political affiliations. The Company also strives to eliminate any form of discriminatory or harassing behavior in the workplace.

### a. Human Rights Protection

MediaTek recognizes and supports the principles of human rights protection as outlined in international human rights conventions, including the United Nations Universal Declaration of Human Rights. To prevent any infringement or violation of human rights, the Company has established the MediaTek Human Rights Policy. The Company also commits to fulfilling its responsibility to safeguard human rights, promoting a diverse and inclusive talent strategy, complying with the laws and regulations of all its global operations, and treating all employees with dignity and respect.

### b. Remuneration

MediaTek is committed to creating a friendly and fair workplace for female employees. The remuneration of new hires is based on objective factors such as job requirements, skills, education, work experience, and

market conditions, as well as referencing the salaries of existing colleagues in the same position. The starting salaries for all positions are higher than the basic wages stipulated in the Labor Standards Act, and the Company ensures that employee remuneration is not biased based on gender, race, age, religion, sexual orientation, or marital status.

**c. Employment of Women**

MediaTek ensures that gender discrimination does not occur in the hiring of its employees. In 2024, female employees in MediaTek and its subsidiaries worldwide accounted for about 18.3% of total employees. In the R&D/technical departments, there were 2,817 female employees, accounting for about 16.3% of the employees, which is higher than the average proportion of female graduates (13%-15%) in electrical engineering, computer science, and information engineering departments in Taiwan.

**d. Diversity and Inclusion Declaration**

In 2023, MediaTek issued the Diversity and Inclusion Declaration, emphasizing the implementation of the spirit of diversity and inclusion to foster a sense of belonging among employees and ensuring equal opportunities for employees to grow together with the Company and achieve success.

Demonstrating its commitment to an inclusive workplace, the Company actively champions talent diversity and fosters a non-discriminatory environment through various supportive initiatives, demonstrating respect for and support of employees of different genders, nationalities, races, and religious and cultural beliefs. To further embed workplace diversity and gender equality, the Company organizes various activities and support communities. Upholding fairness and justice remains a priority, ensuring every employee can reach their full potential within a diverse and inclusive setting. Specific measures implemented in 2024 include:

**a. Global Family Employee Resource Group**

In September of 2022, the Company launched the Global Family Employee Resource Group (ERG), a volunteer community led by international employees at corporate headquarters. Participants can interact and express their perspectives within the community. Through both online and offline communication channels, the group aims to assist foreign employees in building strong interpersonal relationships while fostering a sense of belonging for every foreign employee who comes to headquarters in pursuit of their dreams.

In 2024, five physical events were held to celebrate traditional festivals from various countries, culminating in the International Day. During this event, foreign employees showcased representative cultural items from their home countries to Taiwanese employees through international cuisine, cultural experiences, and interactive games. Global Family represents the rich diversity of MediaTek's global workforce. Going forward, these initiatives will continue to be expanded, allowing every employee to grow with the Company in an inclusive environment.

**b. Women in Tek Employee Resource Group**

DEI is a cornerstone for an inclusive workplace. For a long time, the technology industry has been predominantly male-oriented, with female supervisors and employees a minority. The Company firmly believes that a diverse talent pool is essential for driving continuous innovation. Recruiting talents with different characteristics and genders for R&D and corporate operations can lead to diverse perspectives that spark progress. Therefore, the Company is committed to creating a workplace that is both supportive and equitable for female employees.

In 2015, the Company's first Women In Tek (WIT) community was established in the Shenzhen office. Subsequently, branches were established in the Taiwan headquarters, Wuhan, Hefei, and the US offices. The WIT community has been established for more than nine years and has held many online and offline events. The community is a transnational learning community and a global exchange platform that supports women to speak out and connect with one another. In 2022, the WIT community at headquarters was transformed into an ERG, which continues to actively provide opportunities for women to interact. In 2024, the existing WIT Women's Growth Circle activities from various offices in China were consolidated, and a dedicated WIT ERG was set up specifically for the China office. Two WIT semi-annual meetings were held in 2024, featuring exceptional women from various industries and countries who were invited to share their diverse



experiences and growth journeys. These gatherings aimed to help female employees broaden their horizons, grow together, and provide participants with insights on achieving work-life balance from inspiring women both within the organization and beyond.

c. **Intergeneration Connect Employee Resource Group**

In October 2023, a cross-generational employee resource group was officially established at headquarters to support employees from different generations to collaborate and promote intergenerational integration. Intergeneration Connect (I-Connect) hosted its inaugural exchange forum in 2024, bringing together guests from various generations and industries to discuss their work values and growth backgrounds. This initiative aimed to encourage colleagues to understand and appreciate generational differences with an open mindset. In September of that year, a cross-generational puzzle-solving competition was organized to motivate colleagues to form diverse teams and leverage the collective strengths of cross-generational collaboration to tackle customized puzzles. Through this engaging activity, participants learned to recognize and utilize the unique advantages and experiences of each generation. In response, the China office established an employee resource group with the same theme to further promote connections and cooperation across generations.

d. **Maternal Health Care**

The Company is committed to investing in maternal health protection and offering a range of care and support to promote equal employment opportunities and safeguard maternal well-being. In accordance with the Occupational Safety and Health Act and the Implementation Measures for the Protection of Maternal Health for Female Workers, the Company has formulated the “Maternal Health Protection Plan” to ensure the physical and mental health of pregnant, postpartum, and breastfeeding employees.

To ensure comprehensive care for female employees from pregnancy through the first year postpartum, the Company arranges for individual risk assessments by doctors, followed by tailored management and health protection. Depending on individual circumstances, the Company offers care and assistance that includes:

1. **Prenatal**

- Through professional interviews with doctors, the Company provides health care and timely consultation.
- Doctors will conduct workplace risk assessments and recommend tailored management strategies for each employee. Based on these recommendations and the employee’s needs, the Company will collaborate with supervisors to make appropriate work adjustments.

2. **Postpartum**

- Within one year after delivery, the health center team will continue to track the employee’s physical and mental health to provide comprehensive health care.
- The Company has complete breastfeeding facilities for employees to use as needed. Each office building has installed standard breastfeeding rooms, with 32 rooms in total, which can accommodate at least 46 employees simultaneously.

In accordance with the Labor Standards Act, which prohibits the termination of labor contracts during maternity leave, the Company has made significant adjustments to its leave policies. Starting in May 2024, maternity leave for female employees has been extended from 8 weeks to 12 weeks, while paternity leave for male employees increased from 7 days to 10 days. These changes aim to better support employees in balancing their personal and family responsibilities.

e. **Women’s Protection Quotas for Labor-Management Meetings Representatives**

While the “Regulations on Implementation of Labor-Management Conferences” do not specify a mandatory ratio for female representatives, MediaTek values the needs of its female employees. Therefore, during the selection process for labor representatives, the company has proactively implemented a provision to ensure female representation, thereby increasing opportunities for female colleagues to voice their perspectives.

f. **Preventing Illegal Behaviors in the Workplace and Planning Sexual Harassment Prevention Courses**

Demonstrating its commitment to a safe, equal, and non-discriminatory workplace, the Company provides workplace sexual harassment prevention courses to combat illegal behaviors. These courses equip employees with the knowledge to protect themselves from workplace sexual harassment and support others. In 2024, 99% of all employees completed the routine sexual harassment prevention training, with a 100% completion rate for new hires. MediaTek remains dedicated to proactive prevention and education to foster a safe and respectful environment for individuals of all ethnic and gender backgrounds.

## 1.2. Supplier Management

As a technology leader in the semiconductor industry, MediaTek is at the forefront of the value chain — IC design. Subsequent processes such as raw material procurement, OEM, packaging, and testing are all conducted by suppliers, forming a partnership based on each firm's expertise. However, it has been recognized that suppliers have a significant impact on society and the environment, as indicated by risk evaluations and carbon footprint assessments. Therefore, establishing partnerships with suppliers to mitigate potential risks to both society and the environment has become a top priority.

In 2016, a social responsibility audit was initiated, which not only required suppliers to sign a social responsibility assurance statement but also involved MediaTek managing supplier sustainability performance through sustainability evaluations. Additionally, the Company has developed EICC-related training courses for all suppliers to help them understand the relevant regulations and compliance methods. The goal is to effectively leverage the influence of industry leadership and work collaboratively with suppliers towards a sustainable business model.

To build a long-term and stable partnership with suppliers, MediaTek embraces sustainable development as its vision and guiding principle. The Company integrates related standards and initiatives across the three dimensions of economy, environment, and society into its sustainable management policy within the supply chain. MediaTek proactively manages and mitigates potential risks to jointly develop sustainable corporate management practices with its supply chain partners.

In terms of economic aspects, the Company not only adheres to quality management system requirements such as ISO 9001 and IATF 16949 for delivery times, production capacity, service, and quality, but also emphasizes environmental considerations. This includes the adoption of ISO 14001, QC080000, ISO 14064, and ISO 50001 for managing environmental impact, hazardous substances, greenhouse gas emissions, and energy management systems. These measures are all aimed at ensuring that the supply chain aligns with MediaTek's green operational requirements. On the social aspect, the focus is on the RBA Code of Conduct, SA8000, and ISO 45001 to ensure that suppliers meet their social responsibilities, comply with international labor rights, and provide a healthy and safe working environment.

MediaTek performs annual supplier sustainability risk assessments on economic, environmental, and social aspects to evaluate each supplier's standards under the ESG dimensions and identify potential risks. The first stage involves suppliers conducting self-assessments to confirm their compliance with each requirement and providing supporting documentation. In the second phase, MediaTek's dedicated personnel conduct assessments and reviews, comparing and verifying the self-assessment forms and supporting documents submitted by suppliers. This process aims to implement sustainable supply chain management, draw upon the Company's influence as an industry leader, and collaborate with supply chain partners to develop a sustainable operational model.

## 2. Social Engagement

### 2.1. STEM Education and Talent Cultivation

#### 2.1.1. 1+1 Science Connection Program

Over the past 12 years, the National Elementary School Science Project Award promoted by the MediaTek Education Foundation has successfully engaged more than 25,000 elementary school teachers and students, nurturing their interest and confidence in science through participation in science fairs. However, many schools in remote areas face resource and geographical challenges that hinder their ability to participate in these fairs, prompting a transformation of the project.

In 2024, the new 1+1 Science Connection initiative was launched. This program involved a core elementary school collaborating with partner schools, which include nearby junior high schools and vocational schools, to form a locally sustainable science learning alliance. Core schools are empowered in their teaching while the exchange of learning resources among the 1+1 schools is promoted. This initiative is aimed at providing remote schools with the opportunity to develop long-term sustainable science teaching capabilities, which ultimately benefit both teachers and students. In 2024, 15 such programs involving a total of 30 schools were accepted. During the academic year from September 2024 to August 2025, it is anticipated that at least 130 teachers, 484 students, and 218 community members will participate in the program across Taiwan.

a. Supporting Local Schools in Long-Term Partnerships

By subsidizing cross-school collaboration programs, the initiative energizes scientific learning among local educators and students. This enables highly motivated schools passionate about implementing science education to partner with local schools in need, collaboratively creating science learning programs that are relevant to their communities and connecting local science education platforms.

b. Organizing Teacher Training Camp to Provide Optimization Directions for Scientific Collaboration Projects

Designed as a one-day, in-person experience, this teacher training camp focuses on the principles and practices of scientific inquiry to empower educators to critically approach the development of their science courses. The camp offers diverse perspectives, practices, and experiences at the institutional level regarding scientific writing, teaching materials, and game-based camp design. A total of 42 teachers have participated, with an overall average satisfaction rating of 96%.

c. Donating Books to Supplement Elementary School Science Learning Resources

A selection of 40 newly published popular science-related books from various fields was donated to a selection of core schools. In 2024, a total of 600 books were distributed to 15 schools. For resource-limited schools, this donation represented a crucial way of accessing scientific content. These books also serve as materials for core and partner schools to collaboratively develop and implement their science learning programs.

## 2.1.2. STEM Program

To develop the next generation's capability of using technology to explore and solve problems, the STEM Program was initiated in 2021 to enhance the development of progressive technology courses for junior high and elementary school teachers and to create distinctive technology application courses and clubs that introduce program design, IoT, and AI applications to help students explore the possibilities of technology in life. In the 2024 academic year, assistance was provided to 42 elementary and junior high schools in establishing regular courses and clubs focused on technology applications. These spanned counties and cities where MediaTek's offices are located, including Hsinchu County and City, Taipei City, Tainan City, and 16 other regions. A total of 79 regular classes and 20 club gatherings were launched, benefiting 1,008 junior high school students and 745 elementary school students.

a. 1+1 Years of Support System

Understanding the changes in the education field requires time and effort. The STEM Program provides 1+1 years of support. In the first year, applicants can participate in a summer course creation workshop to enhance their technical and teaching abilities. They can also receive a maximum subsidy of NT\$50,000 for starting a course and up to NT\$8,000 for personal research for the introduction of new courses. During the program, if a participant leads a team to participate in government-organized technology application competitions, an additional NT\$10,000 competition subsidy will be granted. In the second year, if a participant continues to apply for the STEM Program, a total of up to NT\$30,000 of subsidy will be granted for course continuation and teacher training. Even after completing the two-year program, participants can continue to engage in the STEM Program activities and communities, accessing a support system for inquiries and partnerships related to teaching in the medium to long term.

b. Refurbished Laptops for Teacher Training Schools

During classroom visits, it was evident that some teacher training schools were using outdated laptops, while securing funding for replacements posed a challenge. In response, the MediaTek Education Foundation

collaborated with MediaTek's IT department to launch the Refurbished Laptop Program in the first half of 2024. This initiative involved selecting well-maintained laptops from those being phased out by MediaTek, replacing their hard drives, reinstalling the operating system, and equipping them with office software. In 2024, 55 refurbished laptops were provided to three teacher training schools with urgent needs, enhancing the quality of course delivery through improved teaching infrastructure.

c. Collaborating with Teacher Communities to Promote Generative AI Education

In response to the growing trends in AI development and recognizing the lack of platforms that integrate Generative AI (GAI) with programming education for technology teachers, a collaboration was established in 2024 with the S4A teacher community. This partnership connected the OSEP block programming platform for elementary and junior high schools with MediaTek's intelligent assistant platform, with full sponsorship of the usage fees. Online and offline teacher training sessions were organized, targeting educators within the program while also reaching out to additional teachers outside the initiative. This effort aimed to help teachers seamlessly incorporate GAI into their existing programming curricula.

### 2.1.3. Women in Technology Program

To address the pressing issue of a shortage of scientific and technological talent in Taiwan and to inspire more women to pursue careers in these fields, the MediaTek Foundation, for the first time, held the "Girls! TECH Action Future Design Workshop for Girls in Technology" in 2023. This was Taiwan's first systematic program addressing critical decision-making factors for women in technology. In 2024, the Foundation continued to advance the Women in Technology Program, focusing on nurturing a diverse and innovative pool of scientific and technological talent while enhancing women's involvement in these fields.

a. Referring to Domestic and International Practices with Career Anchoring as the Core

Referring to domestic and international literature and practices, the foundation roots the concept of women in technology in female junior high school students, with "career anchoring" as the core of activity design. Guided by MediaTek and senior university role models, stereotypes of male dominance in the technology industry are challenged, inspiring female students to adaptively engage in STEM fields and become influential leaders in the tech sector.

b. Collaborating with the School of Electronics and Education at National Tsing Hua University to Explore Academic and Professional Career Opportunities

In August 2024, a two-day camp for middle school students was held in collaboration with the Department of Electrical Engineering, the Department of Computer Science, and the College of Education at National Tsing Hua University. A total of 31 groups of female students, ranging from those advancing to the third year of junior high to those entering the second year of high school, along with their parents, were chosen to visit the university and MediaTek's headquarters. Participants explored STEM fields, toured companies, learned about financial literacy and career choices, and engaged in discussions with MediaTek professionals and university students. The camp aimed to inspire young women to embrace the diverse opportunities within the technology sector and explore the limitless possibilities of a career in technology. Notably, 93% of the participating students expressed a strong willingness to incorporate technology into their ongoing learning.

c. Focusing on Talent Demand Issues, Systematically Addressing Barriers for Women Entering the STEM Field

While the representation of girls in STEM has improved compared to the past, the percentage of those who ultimately choose to pursue careers in the technology industry remains low, even among those who enter engineering and science tracks. The Singapore-based Asia News Network (CNA) produced a special feature titled "Taiwan's tech industry taps female talent pool amid labor shortage," which highlighted the Girls! TECH Action workshop organized by the MediaTek Foundation. The report examined how companies can utilize educational programs to tackle gender imbalances in the tech industry, actively improve the retention of women in STEM, and encourage more high school girls to engage in STEM fields, thereby unlocking their potential in technological innovation.

d. 93% Continued Studying STEM Post-Event

After the event, 93.8% of participants continued their studies in STEM fields over a period of one and a half years. Among them, 75% of college girls and 67.7% of high school girls reported that their participation in the workshop significantly influenced their academic pursuits and career decisions.

e. Fully Promoting the Integration of Women in Technology Concepts into Various Projects

Alongside the establishment of the independent science and technology program, Girls! TECH Action, the MediaTek Foundation has also incorporated relevant literature and insights from both domestic and international practices into existing programs like “STEM Curriculum Development.” This approach leverages teachers as a powerful medium to inspire and nurture female talent in educational settings.

## 2.1.4. National Science Fair Corporate Award to Broaden Students’ Horizons

In collaboration with the National Taiwan Science Education Center, the “MediaTek Infinite Possibilities Award” was introduced as part of the National Science Fair. This award includes 20 project categories that encourage high school and junior high school students to demonstrate the practical applications of their research. By rewarding students for their project work, the initiative aims to nurture the next generation of talent capable of using technology to solve real-world problems.

## 2.1.5. Generative AI Promotion Program

Since the beginning of 2024, the MediaTek Education Foundation has promoted the practical application of generative AI in technology education through the “STEM Course Development Program.” Building on this foundation, the newly launched “Generative AI Promotion Program” aims to transcend subject boundaries and expand the sharing of generative AI resources within the K-12 education community.

In its inaugural year, the program seeks to accelerate the integration of generative AI in schools, with the goal of creating real-world teaching examples in the classroom. By providing tools and platforms for teachers and students, the initiative supports the implementation of generative AI across various fields and identifies innovative teaching cases. Additionally, it will organize teacher training events to further disseminate and empower educators.

a. Providing Shared Generative AI Teaching Tools for Teachers and Students

Due to reimbursement restrictions, many teachers have had to personally fund paid accounts for exploring generative AI. Furthermore, there is a lack of shared tools and funding for implementing generative AI in classroom instruction. Recognizing this gap, the MediaTek Education Foundation made its program grants available for the procurement of GAI/API resources to address the limitations of the existing system. Additionally, teachers can apply for full sponsorship of class accounts on the MediaTek Intelligent Assistant Platform for their entire class. In 2024, this initiative supported 101 classes across Taiwan, providing generative AI tools to 2,212 teachers and students for classroom instruction.

b. Curated Case Studies and Empowerment: Inaugural Teaching Innovation AI Day

To gain insights into the valuable experiences of frontline educators experimenting with generative AI in teaching, the MediaTek Education Foundation hosted the inaugural Teaching Innovation AI Day on December 14–15, 2024. The event featured 30 practical case studies across diverse fields, including Chinese, English, mathematics, social studies, art, technology, natural sciences, special education, independent learning, and educational administration.

Participants included representatives from the Ministry of Education’s Department of Information and Technology Education, Junyi Academy, and the S4A Teacher Community, who shared generative AI tools developed by both government and private sectors, thereby providing a wealth of resources for frontline teachers. Furthermore, recognizing that AI lowers the barriers to programming, a workshop titled “Develop Your Own Teaching Games and Tools with AI” was conducted to help teachers enhance productivity through AI coding. The event attracted 512 teacher registrations, with 100 selected to participate after a review process. The presentations and workshop outcomes were made publicly available on the Foundation’s YouTube channel for educators across various fields to reference: [https://bit.ly/2024\\_aiday](https://bit.ly/2024_aiday).



### **2.1.6. Establishing the National Yang Ming Chiao Tung University and Indian Institute of Technology PhD Scholarship**

To attract outstanding talent from India, MediaTek has collaborated with the joint dual-degree program of National Yang Ming Chiao Tung University and established the “National Yang Ming Chiao Tung University and Indian Institute of Technology (IIT) PhD Scholarship” since 2019. The program supports exceptional IIT PhD students enrolled in the dual-degree program at the university to continue their education and initiate academia-industry collaboration in Taiwan.

A total of 34 students were supported by the scholarship program in 2024, including 15 IIT PhD students receiving NT\$90,000 per semester, three of whom joined MediaTek’s internship programs and were recommended to continue their cooperation.

### **2.1.7. Partnership with Academia and Research Publications**

MediaTek has been engaged in industry-academia collaboration in higher education since 2002, marking over 20 years of commitment. The MediaTek Advanced Research Center (MARC) oversees and manages these collaborative research and development efforts in higher education.

MARC is involved in cutting-edge research, the management of innovative research centers, the establishment of industry-university partnerships, and the formulation of government policies for industrial development in critical sectors. Moreover, it actively engages with domestic and international academic research institutions, participates in leading global forums, and takes part in scientific exchange initiatives.

Over the past 20 years, collaboration partners have spanned both domestic and international institutions. Academic partners include the National Taiwan University, National Tsing Hua University, National Yang Ming Chiao Tung University, National Taiwan Normal University, National Cheng Kung University, National Central University, National Chung Cheng University, National Sun Yat-sen University, National Taiwan Ocean University, and National Taiwan University of Science and Technology, University of Florida, Harvard University, University of Oulu, Oregon State University, University of Mississippi, Massachusetts Institute of Technology (MIT), University of Twente, University of Southern California, University of Texas at Austin, New York University, UC Berkeley, University College Dublin, Delft University of Technology, Cambridge University, Virginia Tech, KU Leuven, and University at Buffalo.

In recent years, recognizing the shortage of high-quality talent in Taiwan, the Executive Yuan enacted the National Key Fields Industry-University Cooperation and Skilled Personnel Training program to develop national key industries promoted by the government and solidify the core position of the global semiconductor value chain. In light of this, MediaTek co-founded research centers at National Taiwan University, National Tsing Hua University, and National Yang Ming Chiao Tung University, providing tens of millions of NT dollars of funding to the three centers every year. In accordance with the need for talent cultivation, MediaTek assists in course development and industry-academia cooperation to bring the industry’s advanced semiconductor and IC design knowledge to academia.

In 2024, MediaTek invested over NT\$100 million in various universities both domestically and internationally to cultivate exceptional talent through industry-academia collaboration. During the year, participating academic institutions executed numerous industry-academia projects, resulting in the publication of 170 papers, the application for 10 patents, and participation in a wide array of competitions where they earned over 33 awards. A total of 67 industry-academia projects were implemented, contributing to talent development within the semiconductor industry and at MediaTek. To date, the Company’s cumulative investment in cultivating higher talent has exceeded NT\$1.4 billion.

In addition to collaborating with renowned universities on research, MediaTek also actively participates in various academic research institutions and industry associations, such as MIT CICS, Khronos Group, Taiwan Semiconductor Industry Association, Taiwan IC Industry and Academia Research Alliance, and National Taiwan University’s System-on-Chip (SoC) Research Center. Due to the solid R&D capabilities and international industry position, MediaTek has been invited to participate in the important international research organization, the Semiconductor Research Corporation (SRC). Established in 1982, SRC is a world-renowned semiconductor organization bringing together important companies in the global semiconductor industry, along with the U.S. government and academic institutions, to conduct various forward-looking semiconductor research projects. MediaTek and TSMC are the only representatives from Taiwan invited to participate in SRC’s Decadal Plan for

Semiconductors, the Global Research Collaboration Program (GRC), and the Joint University Microelectronics Program 2.0 (JUMP 2.0).

In order to advance cutting-edge technology research and strive for a leading position in technology, MediaTek actively conducts technology research and publishes papers. In the field of integrated circuit design, MediaTek has achieved a significant milestone at the leading international IEEE International Solid-State Circuit Conference (ISSCC). As of 2025, the Company has accumulated 102 published papers, distinguishing it as the sole Taiwanese entity with a 22-year unbroken streak of paper acceptances, with 7 papers selected in 2024 alone. MediaTek has also had papers accepted at major AI conferences, including the IEEE Conference on Computer Vision and Pattern Recognition (CVPR), International Conference on Computer Vision (ICCV), Neural Information Processing Systems (NeurIPS), and the IEEE International Conference on Multimedia & Expo (ICME) in 2024.

Furthermore, MediaTek's subsidiary, MediaTek Innovation Base, focuses on research related to AI and large language models (LLMs). In 2024, multiple papers were selected for publication in top-tier AI journals such as NeurIPS and the 2024 International Conference on Machine Learning (ICML), showcasing impressive results.

While MediaTek strategically concentrates on its core business, it prioritizes increased investment in future-oriented technology research and development alongside the cultivation of top-tier talent. The Company also maintains good interactions with various academic research institutions and industry associations, and actively participates in international organizations to enhance its global presence. This commitment drives the continuous advancement of cutting-edge technology research and development, ultimately building world-class research and development capabilities.

## 2.2. Social Innovation

### 2.2.1. Genius at Home – Digital Social Innovation Competition

In addition to technological leadership, MediaTek actively leverages its social influence, grounded in the belief that technology improves lives, connects people worldwide, and empowers everyone to create limitless possibilities. Since 2018, MediaTek has been holding the “Genius at Home” competition, inviting the public to contribute to their communities. Participants from Taiwan's 368 townships and districts are encouraged to make use of innovative digital technologies to address local challenges and make a meaningful social impact.

#### a. Collaboration with ESG Partners to Empower Teams

The seventh “Genius at Home” competition attracted 362 teams and over 1,500 participants, with proposals covering 179 townships and districts. The initiatives addressed various sustainable issues, including early childhood education and care in rural areas, sustainable agriculture and carbon reduction, maternal and infant healthcare, mental health support for police officers, and the preservation of local culture.

During the mentoring phase for the 20 finalist teams, MediaTek partnered with ARM, ASE, and Cadence, enlisting 24 executives to serve as industry advisors. They provided guidance on technical challenges, organizational efficiency, and financial strategies. Additionally, five founders and key partners from social innovation organizations were invited to mentor the finalist teams. This mentorship, facilitated by corporate advisors and startup mentors, lasted for two months and included access to MediaTek's Intelligent Assistant Platform, allowing teams to experiment with integrating this technology into their proposals.

From July to August 2024, three empowerment sessions were held in Taipei and Taichung, aimed at helping teams clarify their project goals and explore potential cross-sector collaborations, ultimately optimizing their proposals.

#### b. Grand Prize Winner from Taipei Medical University

The grand prize was awarded to a team from Taipei Medical University, which has been dedicated to the Qimei area of Penghu for several years. They utilized generative AI to overcome challenges in early childhood intervention, offering innovative early treatment solutions for children. By integrating social prescriptions, a digital family communication platform, and online consultation services, the team closely collaborated with parents, social welfare organizations, and local government in Qimei Township, Penghu County, to provide comprehensive early intervention services and ongoing assessments.

Through short-term on-site engagements and regular remote consultations, they established a deep connection with local needs, enhancing opportunities for child development and strengthening parent-child relationships. Their approach demonstrated significant innovation, impact, and social relevance, providing a sustainable solution to early intervention challenges faced by children in remote areas.

c. **First-Ever Follow-Up Survey of Past Finalists**

After seven years of nurturing the “Genius at Home” competition, vibrant social innovation has been successfully fostered in Taiwan. To gain deeper insights into the current status and needs of past finalist teams, a survey was conducted involving 114 teams that participated in previous competitions. This effort aims to identify ways to continue supporting these teams in their growth and enhance their long-term impact.

The survey results indicated that several teams have formalized their organizations and are actively addressing local issues. More than 36 teams reported that they remain operational, with 23 of them registered as formal entities — 19 as for-profit companies and 4 as non-profit organizations.

## 2.3. Social Giving and Participation

### 2.3.1. Sponsoring IC Radio to Launch “Zero Carbon Future” Radio Program in Response to Net Zero Carbon Emissions

In alignment with the global trend of net zero carbon emissions, MediaTek was the exclusive sponsor of IC Radio in its launch of the “Zero Carbon Future” program. The program features three major aspects: Forward-looking Energy New Direction, Net Zero Scientific Research in Taiwan, and Intelligent Sustainable New Future. Dr. Hsin-Hsing Chia, an expert on climate change, disaster risk reduction, and energy- and environment-related issues, invites experts and scholars from all walks of life to discuss the latest trends and developments in net zero carbon emissions, including senior executives from MediaTek and award-winning teams of the “Genius at Home” competition, to share their experiences in carbon neutrality and energy conservation. In 2024, 53 episodes were produced and broadcast, reaching a total audience of 643,000 people.

### 2.3.2. Nanzhou Sustainable Plan

The MediaTek Foundation partnered with Lovely Taiwan Foundation on the “Nanzhou Sustainable Plan” in Pingtung, focusing on education as a means to integrate cultural and scientific resources for the preservation of local heritage. This long-term initiative pays special attention to the Chaozhou and Nanzhou areas, aiming to deepen the appreciation of local culture. In 2024, a total sponsorship of NT\$3 million was provided, with at least 2,165 teachers, students, and local residents participating in local cultural activities promoted by the plan.

The plan includes workshops such as “Stress Relief Classes for Local Sisters,” which introduce historical elements from different artistic fields to inspire local residents and build their confidence in the arts. The “Painting Art in Nanzhou” initiative invites traditional painting expert Yi-Hsing Li to lead the next generation in understanding the openness and inclusiveness of Nanzhou culture, thereby encouraging them to cherish and proudly preserve it. Additionally, the “Nanzhou Happiness King Ship” co-creation project is a collaboration with the Taiwan Railways Administration and invites local residents to create an art installation at the Nanzhou train station. The “Chao Travel” and the “Spring Tide Festival” connect Nanzhou industries, lifestyles, and cultural networks, fostering relationships among community members and collaboratively crafting unique travel experiences. These events enrich the local cultural development and artistic ecosystem of Chaozhou and Nanzhou in Pingtung, injecting new vitality into the local sustainable development.

### 2.3.3 Volunteering

The Company has long been encouraging employees to actively interact with society and engage in volunteering, including interacting with the Ren-Ai Special Education Center in 2003, planting organic vegetables with Hua-Kuang Special Education Center in 2004, and participating in greening, cleaning, and decoration of the Morning Light School in 2005. In 2006, in conjunction with International Day of Persons with Disabilities, MediaTek organized a volunteer day event titled “Beautiful Green World.” From 2007 onward, the Company focused on indigenous education, providing various volunteer services in 12 indigenous elementary schools in Hsinchu. To further promote the spirit of volunteerism within the organization, the Company set up Volunteer Club in 2011, allowing employees to organize activities that expand their outreach efforts. These activities include caring for elders in nursing homes, visiting orphanages, and participating in community welfare initiatives to support underprivileged children. Through ongoing, employee-initiated volunteer activities, MediaTek continues to



cultivate support for vulnerable groups, embodying the spirit of corporate citizenship and actively giving back to society.

Since 2015, MediaTek has provided employees with 8 hours of volunteer leave each year to encourage personal participation in community service and support for those in need. Starting in 2024, this annual leave has been increased to 16 hours for all global employees, promoting greater involvement in charitable activities and the practice of civic responsibility.

In 2024, the Volunteer Club included groups focused on reading and writing, environmental cleanup, animal welfare, and technology education, while also establishing new teams for environmental education, senior care, and career exploration. A total of 82 volunteers contributed 2,089 hours of service. The reading and writing group combined training in mathematical logic with a passion for writing, creating lesson plans to guide students from observation to the completion of a full essay. They provided in-person services as well as online teaching, utilizing AI to assist in grading student essays.

The Volunteer Club also collaborated with 239 volunteers from the nearby National Yang Ming Chiao Tung University, serving 1,882 students across 18 schools throughout the year. In 2024, they published a collection of nearly 100 student works titled “Love in Bloom.”

Additionally, the technology education group organized programming experience activities led by engineers, allowing students to explore the fun and practicality of technology, thereby sparking their interest. Currently, eight MediaTek volunteers are working with teachers at Hengshan Elementary School in Hsinchu County, using simple building blocks and development boards as teaching materials. Volunteers create engaging lesson plans that turn programming into fun games, helping students understand how enjoyable activities can be realized through coding while enhancing their logical thinking skills.

The senior care group has hosted lectures on elderly care in the surrounding community, serving hundreds of local seniors. The environmental education group has conducted volunteer training and guided tours at the historical military community site of the Hsinchu Jiangjun Village. The environmental cleanup group promotes teamwork in environmental stewardship by encouraging employees to join the Zhunan Evergreen Forest International Coastal Cleanup Day.

#### **2.3.4 Environmental Activities**

Beyond its public welfare initiatives, MediaTek is a strong advocate for environmental protection. The Company champions eco-friendly practices in daily life, for example, providing reusable cutlery to all new employees to minimize reliance on disposables. Furthermore, the employee cafeteria’s environmentally friendly paper food containers are diligently sorted for recycling. There is a long-standing program encouraging employees to use their own reusable food containers, and incentives are offered to do so. As a result, approximately 16,000 employees on average bring their own eco-friendly containers for meals in the cafeteria each month.

In late August 2023, corporate headquarters installed high-efficiency recycling machines to handle the recycling of PET bottles and batteries. By the end of 2024, a total of nearly 26,000 PET bottles (around 576 kg) and over 13,000 waste batteries (approximately 205 kg) had been recycled. Through optical recognition sensors, the recycling process is streamlined and efficient. Reverse logistics are employed for collection and transportation, delivering the waste to processing plants for recycling. In addition, the Company has installed electric vehicle parking spaces and charging stations in the parking lot at headquarters, contributing to sustainable energy use. The Volunteer Club has also organized beach cleaning events to encourage employees and their families to participate in environmental stewardship.

### **3. Environmental Performance**

MediaTek continues to promote various environmental protection activities as well as energy conservation and carbon reduction measures. In addition to winning the national “Enterprise Environmental Protection Award” and the “Energy Conservation Standard Award” in 2018, the Company has consistently received higher scores in the environmental protection category of the Global Corporate Citizenship Awards since 2017.

MediaTek has passed ISO 14064-1 GHG emission verification since 2020 and passed ISO 50001 energy management system verification in 2021. In 2024, the Company received certification for the Organizational Water Footprint Assessment System (ISO 14046). The certification periods are as follows:

ISO 50001 valid from Jan 13, 2022 to Jan 13, 2025

ISO 14064-1 valid from Jan 1, 2024 to Dec 31, 2024

ISO 14064 valid from Jan 1, 2024 to Dec 31, 2024

## 3.1. Short-, Medium- and Long-Term Goals

### 3.1.1. Short-Term Environmental Goals

The short-term goals are to implement green product design, packaging, and procurement to reduce waste in resources and energy, as well as participate in international environmental activities.

### 3.1.2. Medium-Term Environmental Goals

Over the medium term, the goals are to strengthen the Company's environmental protection organization and employees' environmental awareness. This will be achieved through reducing, utilizing, and recycling resources, and fostering a commitment to environmental conservation and the responsible use of natural resources. MediaTek will also periodically implement energy-saving and carbon-reduction activities for all employees.

### 3.1.3. Long-Term Environmental Goals

In the long term, the goals are to fully comply with state environmental regulations and implement the Company's environmental, safety, and health management system. The Company will also regularly assess the compliance of execution results and strive for continuous improvement.

## 3.2. Energy-Conservation Measures and Results

MediaTek views environmental stewardship and carbon footprint reduction as integral to its social responsibility. The Company has achieved the following in this area:

### 3.2.1. Efforts in energy reduction

#### A. IT Facility Energy-Saving Management

The air conditioning environment has been enhanced, and system controls have been implemented in the equipment room to minimize air conditioning waste. The Company has also built new IT facilities with new energy-saving technologies. In 2024, approximately NT\$86.14 million was saved in electricity costs.

- a. Improvements have been made to the air conditioning circulation system of traditional IT facilities by reducing leakages and raising the environmental temperature while also implementing system controls to minimize air conditioning waste. In addition, traditional fluorescent lamps are replaced with LED lighting, resulting in energy savings for both air conditioning and lighting, which amount to an annual savings of NT\$5.06 million.
- b. A new high-density data center has been built using advanced energy-saving technologies and high-efficiency equipment, resulting in improved power usage effectiveness (PUE). Compared to the traditional data centers, this setup can save approximately NT\$81.08 million in electricity costs.

#### B. Office Area Air Conditioning Energy-Saving Management

Significant electricity cost savings, amounting to approximately NT\$19.9 million in 2024, were achieved through the Company's focus on energy-saving air conditioning system equipment and enhanced control system requirements.

- a. By using a Variable Air Volume (VAV) air conditioning system, energy consumption for air distribution is significantly reduced. Compared to traditional air conditioning control systems, this approach can save 15%-30% in electricity usage, resulting in an estimated cost savings of approximately NT\$7.85 million.
- b. Modifying the water-cooling control system from constant flow to variable flow allows for the volume of cooled water, the number of active air conditioners, and the operational times of air conditioners to be better matched with demand, resulting in electricity cost savings of approximately NT\$2.67 million.

- c. The operational modes of the water-cooling machines have been adjusted by considering factors such as temperature differences, machine operating hours, and the frequency of load cycling. By enabling the machines to run in parallel, the number of active units is reduced, resulting in significant energy savings. The annual savings amount to approximately NT\$4.99 million.
- d. Energy-saving measures for air conditioning have been implemented in areas such as the office and water-cooling machine rooms. Without affecting the normal operation of equipment and personnel, adjustments have been made to raise ambient and chilled water temperatures, which has reduced the number of operating units and their running time. This has resulted in energy savings, with an estimated electricity cost reduction of approximately NT\$4.2 million.
- e. The operation of the parking lot ventilation system has been adjusted from continuous operation to peak and semi-peak periods, resulting in energy savings and an estimated reduction in electricity costs of approximately NT\$140,000.
- f. The operating hours of the outdoor air conditioning units have been modified to achieve energy savings, leading to an estimated electricity cost reduction of around NT\$40,000.

### **C. Office Lighting Energy-Saving Management**

Energy-saving lighting equipment has been introduced, accompanied by strategies to decrease energy consumption and reduce the duration of lighting use. Annual savings in 2024 were approximately NT\$38.76 million.

- a. Without affecting driving safety, parking lot lighting has dropped by half, with reduced lighting during off-peak hours. On holidays, centralized parking is implemented, and lighting in unused floors is turned off, resulting in estimated electricity cost savings of approximately NT\$3 million.
- b. In public areas such as stairwells, supply rooms, break rooms, parking lots, and facility management rooms, LED lighting replaces fluorescent tubes, and the duration of lighting is shortened to achieve energy savings. Additionally, all newly constructed office buildings utilize LED lighting, collectively resulting in estimated electricity cost savings of approximately NT\$35.76 million.

### **D. Equipment Improvement to Save Energy**

Implementing hardware upgrades or optimizing system operating conditions has led to a reduction in power consumption, resulting in significant energy savings. In 2024, these efforts saved approximately NT\$5.51 million in electricity costs.

- a. Optimizing the testing area and warehouse environment by adjusting temperature and humidity control settings, such as reducing the dry coil main outlet pressure, increasing temperature settings, and adjusting air conditioning control dew points, resulting in energy savings of around NT\$2.52 million.
- b. Upgrading equipment, including replacing air-cooled air conditioning systems with water-cooled systems in the emulator devices, which achieved energy savings of approximately NT\$1.4 million.
- c. Implementing modular uninterruptible power supply systems (UPS) in traditional IT rooms, which increases power conversion efficiency by around 15% compared to traditional systems, resulting in energy savings of around NT\$1.59 million.

### **E. Electricity Cost Saving Management**

The Company has implemented a change in the electricity billing method, from a two-tiered system to a three-tiered system. This involves reviewing and continuously monitoring the impact of electricity contracts and price fluctuations on the variance in electricity costs. Annual savings in 2024 were approximately NT\$14.34 million.

The Company achieved significant reductions in carbon dioxide emissions in recent years, decreasing them by 18,564 tons (equivalent to saving 37.58 million kWh of electricity) in 2024 and 17,405 tons (equivalent to saving 35.23 million kWh of electricity) in 2023. The calculation standard of the aforementioned carbon dioxide emissions is based on the latest release by the Bureau of Energy, Ministry of Economic Affairs, which states that the carbon emissions factor is 0.494 kilograms of CO<sub>2</sub> per kWh of electricity consumed.

### 3.2.2. Water Conservation Measures

A. The use of water-saving devices, including sensor-operated faucets, water-saving toilets, and water-saving faucets in recycling areas for washing water, has led to a reduction in water consumption, with estimated savings of approximately 8,216 tons in 2024. This measure is expected to reduce annual carbon emissions by about 1,282 kg/CO<sub>2</sub>e.

B. A rainwater collection storage tank is in place. Approximately 839 tons of rainwater was collected in 2024 for cooling water towers and watering plants. Annual carbon emission reductions were approximately 131 kg/CO<sub>2</sub>e.

C. The recovery of condensate water from the Company's air conditioning systems and reverse osmosis (RO) wastewater is estimated to have yielded around 14,320 tons in 2024, which was utilized for garden irrigation. Approximately 2,234 kg/CO<sub>2</sub>e of carbon emissions is reduced annually.

In 2024, the water discharge coefficient was based on per unit of water consumption, with 0.156 kg of carbon dioxide emission equivalent to every 1 cubic meter of water consumed.

### 3.2.3. Waste Management and Recycling

To maximize the effectiveness of waste management and the sustainable utilization of resources, the focus is on waste reduction, diligent and accurate sorting, recycling, reuse, and proper disposal. The Company is also committed to continuously enhancing waste storage, transport, and treatment to reduce environmental impact. To ensure proper tracking of waste streams, qualified waste management and recycling vendors are carefully selected, and regular audits of the waste removal process are conducted to ensure its legality, thereby fulfilling the responsibility for overseeing waste management.

### 3.2.4. Indoor Air Quality Management

Automatic carbon dioxide monitoring systems are installed in the office area, and environmental inspection is conducted every six months to ensure air quality. All inspection results should be compliant with the indoor air quality standard of 1,000 ppm.

### 3.2.5. Green Transportation

A. The Company leases large buses to transport employees to and from work on four main routes, with a total boarding of about 68,000 passengers.

B. The Company provides a cross-plant shuttle bus every 20 minutes, with a total boarding of about 10,000 passengers.

C. The Company has a fleet of 10 M-Bikes for employees to ride across plants, with total ridership of over 600 individuals.

D. The Company provides an electric scooter for business use.

The annual green transportation mileage in 2024 exceeded 690,000 kilometers.

### 3.2.6. Other

Ongoing efforts educate all colleagues on environmental practices, including electricity and water conservation, resource recycling, and participation in government and environmental group activities.

## 3.3. Environmental Safety Management

A. Dedicated personnel are responsible for monitoring the safety and operation of the Company's fire protection, water, electricity, and air conditioning systems 24 hours a day.

B. Daily safety inspections of the office environment, equipment, and server rooms are conducted by designated personnel.

C. Monthly training sessions on labor safety and health education are provided for new employees.

D. Annual emergency evacuation drills are conducted for all staff to continuously enhance their emergency response capabilities and ensure safety.

E. On an annual basis, the Company engages SGS to perform regular audits of its ISO 45001 Occupational Health and Safety Management System and ISO 14001 Environmental Management System.

F. Safety awareness campaigns related to transportation and workplace safety are conducted periodically.

## VI. Financial Status, Operating Results and Status of Risk Management

### 1. Financial Status

#### 1.1. Consolidated Report

Unit: NT\$ thousands

Item	2023	2024	Change	% of Change
Current Assets	290,888,768	351,025,462	60,136,694	21
Funds and Investments	150,005,838	169,970,469	19,964,631	13
Property, Plant and Equipment	53,291,265	56,917,043	3,625,778	7
Intangible Assets	81,244,768	82,257,042	1,012,274	1
Other Assets	59,607,855	37,697,514	(21,910,341)	(37)
Total Assets	635,038,494	697,867,530	62,829,036	10
Current Liabilities	231,999,004	266,902,326	34,903,322	15
Non-current Liabilities	28,834,132	25,909,857	(2,924,275)	(10)
Total Liabilities	260,833,136	292,812,183	31,979,047	12
Common Stock	15,996,475	16,016,880	20,405	0
Capital Surplus	28,350,438	31,636,053	3,285,615	12
Retained Earnings	288,452,684	299,907,267	11,454,583	4
Other Equity	35,462,155	49,122,847	13,660,692	39
Treasury Shares	(55,970)	(55,970)	—	—
Non-controlling Interest	5,999,576	8,428,270	2,428,694	40
Total Equity	374,205,358	405,055,347	30,849,989	8

Explanation for changes that exceed 20% and reach NT\$10 million between the two years:

- 1) Increase in Current Assets: Mainly due to increase in Cash and cash equivalents.
- 2) Decrease in Other Assets: Mainly due to decrease in Other non-current assets – others.
- 3) Increase in Other Equity: Mainly due to increase in Exchange differences resulting from translating the financial statements of foreign operations.
- 4) Increase in Non-controlling Interest: Mainly due to the IC+ private placement.

## 1.2. Parent Company

Unit: NT\$ thousands

Item	2023	2024	Change	% of Change
<b>Current Assets</b>	117,292,266	179,776,808	62,484,542	53
<b>Funds and Investments</b>	318,636,121	358,484,583	39,848,462	13
<b>Property, Plant and Equipment</b>	30,714,741	33,511,820	2,797,079	9
<b>Intangible Assets</b>	62,090,859	61,487,848	(603,011)	(1)
<b>Other Assets</b>	31,181,575	16,309,158	(14,872,417)	(48)
<b>Total Assets</b>	559,915,562	649,570,217	89,654,655	16
<b>Current Liabilities</b>	174,983,650	171,376,589	(3,607,061)	(2)
<b>Non-current Liabilities</b>	16,726,130	81,566,551	64,840,421	388
<b>Total Liabilities</b>	191,709,780	252,943,140	61,233,360	32
<b>Common Stock</b>	15,996,475	16,016,880	20,405	0
<b>Capital Surplus</b>	28,350,438	31,636,053	3,285,615	12
<b>Retained Earnings</b>	288,452,684	299,907,267	11,454,583	4
<b>Other Equity</b>	35,462,155	49,122,847	13,660,692	39
<b>Treasury Shares</b>	(55,970)	(55,970)	—	—
<b>Total Equity</b>	368,205,782	396,627,077	28,421,295	8

Explanation for changes that exceed 20% and reach NT\$10 million between the two years:

- 1) Increase in Current Assets: Mainly due to increase in Cash and cash equivalents.
- 2) Decrease in Other Assets: Mainly due to decrease in Long-term prepayments.
- 3) Increase in Non-current Liabilities: Mainly due to increase in Long-term payables to related parties.
- 4) Increase in Other Equity: Mainly due to increase in Exchange differences resulting from translating the financial statements of foreign operations.

## 2. Operating Results

### 2.1. Consolidated Report

Unit: NT\$ thousands

Item	2023	2024	Change	% of Change
Net Sales	433,446,330	530,585,886	97,139,556	22
Operating Costs	226,079,292	267,200,185	41,120,893	18
Gross Profit	207,367,038	263,385,701	56,018,663	27
Operating Expenses	135,567,532	160,973,734	25,406,202	19
Operating Income	71,799,506	102,411,967	30,612,461	43
Non-Operating Income and Expenses	14,982,936	17,106,813	2,123,877	14
Net Income before Income Tax	86,782,442	119,518,780	32,736,338	38
Income Tax Expense	9,591,498	12,378,157	2,786,659	29
Net Income	77,190,944	107,140,623	29,949,679	39
Other Comprehensive Income, net of tax	6,782,875	15,195,645	8,412,770	124
Total Comprehensive Income	83,973,819	122,336,268	38,362,449	46
Net Income Attributable to Owners of the Parent	76,978,637	106,386,578	29,407,941	38
Total Comprehensive Income Attributable to Owners of the Parent	83,781,837	121,555,605	37,773,768	45

Explanation for changes that exceed 20% and reach NT\$10 million between the two years:

- 1) Increase in Net Sales: Mainly due to increase in end demand.
- 2) Increase in Gross Profit: Mainly due to a better product mix.
- 3) Increase in Operating Income, Net Income before Income Tax, Income Tax Expense, Net Income, and Net Income Attributable to Owners of the Parent: Mainly due to increase in Net Sales.
- 4) Increase in Other Comprehensive Income: Mainly due to increase in Exchange differences resulting from translating the financial statements of foreign operations.
- 5) Increase in Total Comprehensive Income and Total Comprehensive Income Attributable to Owners of the Parent: Mainly due to the combined impact of the aforementioned changes.



## 2.2. Parent Company

Unit: NT\$ thousands

Item	2023	2024	Change	% of Change
Net Sales	268,685,527	280,438,884	11,753,357	4
Operating Costs	131,565,573	130,183,997	(1,381,576)	(1)
Gross Profit	137,119,954	150,254,887	13,134,933	10
Unrealized Gross Profit on Sales	(207,605)	(371,226)	(163,621)	79
Realized Gross Profit on Sales	189,921	211,658	21,737	11
Net Gross Profit	137,102,270	150,095,319	12,993,049	9
Operating Expenses	94,798,897	117,970,059	23,171,162	24
Operating Income	42,303,373	32,125,260	(10,178,113)	(24)
Non-Operating Income and Expenses	41,352,507	78,518,294	37,165,787	90
Net Income before Income Tax	83,655,880	110,643,554	26,987,674	32
Income Tax Expense	6,677,243	4,256,976	(2,420,267)	(36)
Net Income	76,978,637	106,386,578	29,407,941	38
Other Comprehensive Income, net of tax	6,803,200	15,169,027	8,365,827	123
Total Comprehensive Income	83,781,837	121,555,605	37,773,768	45

Explanation for changes that exceed 20% and reach NT\$10 million between the two years:

- 1) Increase in Unrealized Gross Profit on Sales: Mainly due to increase in transactions between affiliated companies.
- 2) Increase in Operating Expenses and decrease in Operating Income: Mainly due to increase in Research and development expenses.
- 3) Increase in Non-Operating Income and Expenses, Net Income before Income Tax, and Net Income: Mainly due to increase in the share of profits and losses recognized under the equity method from subsidiaries, associated companies, and joint ventures.
- 4) Decrease in Income Tax Expense: Mainly due to decrease in Operating Income.
- 5) Increase in Other Comprehensive Income: Mainly due to increase in Exchange differences resulting from translating the financial statements of foreign operations.
- 6) Increase in Total Comprehensive Income: Mainly due to the combined impact of the aforementioned changes.

## 3. Cash Flow Analysis

### 3.1. Consolidated Report

Unit: NT\$ thousands

Cash Balance Dec. 31, 2023	Net Cash Provided by Operating Activities in 2024	Net Cash Outflows from Investing and Financing Activities in 2024	Impact of Foreign Exchange Ratio	Cash Balance Dec. 31, 2024	Remedy for Cash Shortfall	
					Investment Plan	Financing Plan
\$165,396,010	\$156,054,607	\$(126,047,069)	\$8,292,344	\$203,695,892	-	-

#### 3.1.1 Analysis of the Change in Cash Flow in 2024

Operating activities: Net cash inflow of NT\$156,054,607 thousand, mainly from operating profits.

Investing activities: Net cash outflow of NT\$35,927,693 thousand, mainly due to acquisition of financial assets including bonds.

Financing activities: Net cash outflow of NT\$90,119,376 thousand, mainly due to distribution of cash dividend.

#### 3.1.2 Remedial Actions for Cash Shortfall and Liquidity Analysis

Cash shortfall not expected to take place.

#### 3.1.3 Cash Flow Projection for Next Year

Not applicable.

### 3.2. Parent Company

Unit: NT\$ thousands

Cash Balance Dec. 31, 2023	Net Cash Provided by Operating Activities in 2024	Net Cash Outflows from Investing and Financing Activities in 2024	Cash Balance Dec. 31, 2024	Remedy for Cash Shortfall	
				Investment Plan	Financing Plan
\$47,975,519	\$96,605,083	\$(55,438,739)	\$89,141,863	-	-

#### 3.2.1 Analysis of the Change in Cash Flow in 2024

Operating activities: Net cash inflow of NT\$96,605,083 thousand, mainly from operating profits.

Investing activities: Net cash outflow of NT\$15,690,351 thousand, mainly due to acquisition of intangible assets, real estate, and plant and equipment.

Financing activities: Net cash outflow of NT\$39,748,388 thousand, mainly due to distribution of cash dividend.

#### 3.2.2 Remedial Actions for Cash Shortfall and Liquidity Analysis

Cash shortfall not expected to take place.

#### 3.2.3 Cash Flow Projection for Next Year

Not applicable.

## 4. Major Capital Expenditure

### 4.1. Major Capital Expenditure and Sources of Funding

Unit: NT\$ thousands

Plan	Actual or Planned Source of Capital	Estimated Capital Requirement (2024 and 2023)	Status of Actual or Projected Use of Capital	
			2024	2023
Land, Office Building and R&D Equipment	Cash flow generated from operation	\$ 23,111,268	\$ 13,786,506	\$ 9,324,762
Software, IPs and Patents	Cash flow generated from operation	\$ 16,228,699	\$ 8,726,280	\$ 7,502,419

### 4.2. Expected Future Benefits

#### 1. Land and office buildings:

To ensure sustainable operation, the Company recruits outstanding talents to develop new products and provide employees with suitable and well-planned workspaces.

#### 2. R&D equipment:

R&D equipment serve as auxiliary tools for the Company's research, development, and design of new products, with the benefit of accelerating new product development and enhancing the efficiency of product design.

#### 3. Software, IPs and patents:

To reinforce the intellectual property capital protection to cope with complex and challenging global intellectual property disputes, the Company continues to acquire high-value patents to enhance its patent portfolio, and then extensively apply the relevant technologies to a variety of advanced products.

## 5. Investment Policies

The Company's investments focus on long-term strategy and financial return. Investment profit from equity method investment in 2024 was NT\$1,450,279 thousand. The Company will continue to evaluate investment plans prudently under the aforementioned policy.

## 6. Risk Management

### 6.1. Risks Associated with Interest Rate Fluctuation, Foreign Exchange Volatility, and Inflation

#### Risks associated with foreign exchange rate:

The Company's exposure to the risk of changes in foreign exchange rates relates primarily to the Company's operating activities (when revenue or expense are denominated in a different currency from the Company's functional currency) and the Company's net investments in foreign subsidiaries. The Company's policy is to review the difference between assets and liabilities denominated in foreign currency and hedge by forward foreign exchange contracts and foreign exchange swap contracts to manage exchange rate fluctuations. The amount of the contracts depends on the Company's requirement for each foreign currency. As the purpose of holding forward foreign exchange contracts and foreign exchange swap contracts is to hedge exchange rate fluctuation risk, the gains or losses from the contracts due to fluctuations in exchange rates are expected to be mostly offset by gains or losses from the hedged item. The exchange rate sensitivity analysis focuses on significant monetary items denominated in foreign currencies as of the end of the reporting period, and the effects on the Company's profit, loss and equity from the appreciation/depreciation of the foreign currencies. The Company's foreign currency risk is mainly related to the volatility in the exchange rate for USD. When NTD appreciates or depreciates against USD by 0.1%, the profit for the years ended December 31, 2024 and 2023

decreases/increases by NT\$87,259 thousand and NT\$44,897 thousand, while equity decreases/increases by NT\$225,046 thousand and NT\$217,151 thousand, respectively.

#### Risks associated with interest rate:

The Company's exposure to the risk of changes in market interest rates relates primarily to the Company's investment of debt instruments at variable interest rates, bank borrowings with fixed and variable interest rates. Moreover, the market value of the Company's investments in credit-linked deposits and interest rate-linked deposits are affected by interest rates. The market value would decrease (even lower than the principal) when the interest rate increases, and vice versa. The market values of exchange rate-linked deposits are affected by interest rates and changes in the value and volatility of the underlying. The following sensitivity analysis focuses on interest rate risk and does not take into account the interdependencies between risk variables.

The interest rate sensitivity analysis is performed on items exposed to interest rate risk as of the end of the reporting period, including investments and bank borrowings with variable interest rates. At the reporting date, an increase/decrease of 10 basis points of interest rate in a reporting period could cause the profit for the years ended December 31, 2024 and 2023 to increase/decrease by NT\$868 thousand and NT\$1,006 thousand, respectively.

#### Risks associated with inflation:

There was no major impact from inflation on the Company's 2024 operations.

The Finance Department is responsible for related risk management.

## 6.2. Risks Associated with High-Risk/High-Leveraged Investment; Lending, Endorsements, and Guarantees for Other Parties; and Financial Derivative Transactions

As part of the Company's conservative financial management, it does not engage in investments that are either high risk or high-leveraged. The Company has established a comprehensive policy and internal control procedures. For the last fiscal year and year to date, the Company's lending, endorsements and guarantees for other parties are in accordance with relevant provisions. The Company engages in derivative transactions for hedging purposes. Any gains or losses from such transactions should roughly offset the gains or losses in the underlying items. For the last fiscal year and year to date, all the transactions complied relevant provisions.

The Finance Department is responsible for related risk management.

## 6.3. Future R&D Plans and Expected R&D Spending

R&D Project Name	Schedule
Next generation mobile communication chips;	End of 2025
Next generation WLAN (wireless LAN) chips;	End of 2025
Next generation 8K and 4K smart TV chips;	End of 2025
Next generation tablet and Chromebook chips;	End of 2025
Next generation high-end personal computing chips;	End of 2025
Next generation AIoT (Artificial Intelligence of Things) device chips;	End of 2025
Next generation 10G-PON (Passive Optical Network) chips;	End of 2025
Next generation 10G NBASE-T Ethernet physical and switch chips;	End of 2025
Next generation enterprise AI accelerator ASICs;	End of 2025
Next generation power management and controller chips; and	End of 2025
Next generation automotive chips	End of 2025

The Company's R&D plans are based on industry trends and are implemented in a highly integrated manner with economic efficiency. The R&D expenses in 2024 and 2023 were NT\$131,993,135 thousand and NT\$111,384,930 thousand, accounting for 25% and 26% of revenue respectively. With the continuous advancement in communication products, the Company will continue to invest in R&D to develop products for next generation communication standard. The budget for the abovementioned R&D plans accounts for approximately 80% of 2025 total R&D budget, which is estimated to be 25% of 2025 revenue.

## 6.4. Risk Associated with Changes in the Political and Regulatory Environment

Major domestic and foreign policy and legal changes in the latest fiscal year and up to the date of publication of the annual report have no significant impact on the financial operations of the Company. The Company closely monitors any policy and regulatory changes that may affect its operations, and adjusts relevant internal regulations accordingly.

The Company's Legal Department and Finance Department are responsible for risks associated with changes in the political and regulatory environment.

## 6.5. Risk Associated with Changes in Technology and Industry

Technology advancements in the electronics and semiconductor industries are rapidly evolving, with new specifications and applications constantly emerging in areas such as wireless communication and smart edge devices. The Company will continue to invest in research and development, enhance operating efficiency, and closely monitor market demand and trends, in order to secure and expand market share.

The Company's Business Units are responsible for risks associated with changes in technology and industry.

## 6.6. Risks Associated with Changes in Corporate Image and Impacts on Crisis Management

The Company adheres to a people-oriented business philosophy for our employees, providing an environment to challenge and to learn, in order to unleash their potential, allowing the Company to continuously grow and attract excellent talents. The Company upholds partnerships with suppliers and customers and strive to fulfill corporate social responsibility to the society. At the same time, the Company follows a consistent code of conduct: integrity, conviction inspired by deep thinking, customer focus, constant renewal, innovation, and inclusiveness. With self-discipline and self-realization, there have not been risk events affecting corporate image.

The Company's Business Units are responsible for risks associated with changes in corporate image and impacts on crisis management.

## 6.7. Risks and Expected Returns Associated with Mergers and Acquisitions

A resolution was passed at a Board of Directors' meeting of the subsidiary Airoha Technology Corp. on March 6, 2024, and June 17, 2024, to participate in IC+ private placement. This equity transaction was completed on July 1, 2024, and the change registration was completed. The shareholding ratio of Airoha Technology Corp. in IC+ changed from 0.94% to 29.26%, making it the single largest shareholder of IC+. MediaTek also holds 13.61% of the shares of IC+, totaling a combined holding of 42.87%. Since the Group holds more than half of the board seats, the Group has gained control over IC+ since July 1, 2024, and it has been included as a subsidiary in the consolidated financial statements from that date.

IC+ is a Taiwan-based OTC company specializing in computer network communication IC design. The Group focuses on the Ethernet market opportunities, and by participating in private placements, the two parties will strengthen cooperation in the future and expand the service markets of both parties.

The Company's Finance Department and Business Units are responsible for risks associated with mergers and acquisitions.

## 6.8. Risks Associated with Facility Expansion

To meet the future growth of the Company, and after evaluating the existing and future business and human resource needs, the Company and its subsidiaries planned suitable and appropriate space in the Hsinchu Science Park and related overseas locations in 2024. The related use of space and requirements were all prudently evaluated to ensure that the efficiency of the office space can meet the needs of the Company and employees. The Company provides R&D engineers with office space, laboratory and living space to support customer service and product development. The assessment of benefits conforms with the Company's expectation.

The Company's Human Resources Department is responsible for risks associated with facility expansion.

## 6.9. Risks Associated with Purchase Concentration and Sales Concentration

The Company's current production allocation is flexible and diversified, allowing it to provide support to any outsourced production line in case of emergencies, so there is no risk of purchase concentration. As for sales, the Company's products are widely distributed, including customers in Japan, Korea, Europe, the U.S., Southeast Asia, and Greater China, so there is no risk of sales concentration.

The Company's Business Units are responsible for risks associated with purchase concentration and sales concentration.

## 6.10. Risks Associated with Changes in Numbers of Shares of the Company's Directors and Major Shareholders with More Than 10% of the Company's Total Outstanding Shares

In the latest fiscal year and as of the date of this Annual Report, there were no such risks for the Company.

## 6.11. Risks Associated with Changes in Management

In the latest fiscal year and as of the date of this Annual Report, there were no such risks for the Company.

## 6.12. Risks Associated with Litigations

For litigious and non-litigious matters, any material impact upon shareholders' equity or price for the Company's securities as a result of any litigation, non-litigious proceeding, or administrative dispute of the Company's director, president, de facto responsible person, or major shareholders with a stake of more than 10%, which were finalized or remained pending, the Company shall disclose the dispute, amount in dispute, commencement date, main parties involved, and current status of the case in the Annual Report.

(1) Koninklijke Philips N.V., and Philips North America LLC ("Philips") filed a complaint in the United States District Court for the District of Delaware against MTK and subsidiary MediaTek USA Inc. on September 17, 2020, alleging infringement of United States Patent Nos. 9,590,977 and 10,298,564. Philips transferred the accused patents to Media Content Protection LLC ("MCP") in August 2024 and MCP was substituted in as the plaintiff in place of Philips.

(2) ParkerVision, Inc. filed a complaint in the United States District Court for the Western District of Texas against MTK and subsidiary MediaTek USA Inc. on November 10, 2022, alleging infringement of U.S. Patent Nos. 6,049,706, 6,266,518, 7,292,835 and 8,660,513.

ParkerVision, Inc. filed a complaint in the United States District Court for the Western District of Texas against MTK and subsidiary MediaTek USA Inc. on May 17, 2023, alleging infringement of U.S. Patent Nos. 7,483,686, 7,865,177 and 9,118,528.

ParkerVision, Inc. filed a complaint in the United States District Court for the Western District of Texas against MTK and subsidiary MediaTek USA Inc. on October 30, 2023, alleging infringement of U.S. Patent Nos. 7,050,508, 7,929,638 and 8,498,593.

(3) MOSAID Technologies, Inc. filed a complaint in the United States District Court for the Eastern District of Texas against MTK and subsidiary MediaTek USA Inc. on March 28, 2023, alleging infringement of U.S. Patent Nos. 8,253,438, 8,854,077, 9,350,349, 7,224,563, 7,051,306, 7,945,885 and 7,996,811. Pursuant to the parties' joint motion to terminate, the court dismissed the case against MTK and its subsidiaries MediaTek USA Inc. on January 1, 2025.

(4) Innomemory LLC filed a complaint in the United States District Court for the Eastern District of Texas against MTK on May 26, 2023, alleging infringement of U.S. Patent No. 6,240,046. Pursuant to the plaintiff's motion for voluntary dismissal, the court dismissed the claims against MTK on April 24, 2024.

(5) Realtek Semiconductor Corporation filed a complaint in the United States District Court for the Northern District of California against MTK on June 6, 2023, asserting claims based on alleged unfair competition.

(6) Bell Northern Research, LLC filed a complaint in the United States District Court for the Central District of California against MTK subsidiaries, MediaTek USA Inc. and Mediatek Northern America Inc., on June 15,

2023, alleging infringement of U.S. Patent Nos. 8,416,862, 7,564,914 and RE 48,629. Plaintiff has submitted a petition for voluntary dismissal on May 31, 2024.

Bell Northern Research, LLC filed a complaint with the U.S. International Trade Commission against MTK and subsidiary MediaTek USA Inc. on June 21, 2023, alleging infringement of U.S. Patent Nos. 8,416,862, 7,564,914 and RE 48,629. Pursuant to the parties' joint motion to terminate, the Committee terminated the case against MTK and its subsidiary MediaTek USA Inc. on June 26, 2024.

- (7) Deepwell IP LLC filed a complaint in the United States District Court for the Eastern District of Texas against MTK on September 19, 2023, alleging infringement of U.S. Patent Nos. 7,149,851, 7,645,664, 8,415,730, RE44,025. Pursuant to the parties' joint motion to dismiss the case, the court dismissed the claims against MTK on June 28, 2024.
- (8) LED Apogee LLC filed a complaint in the United States District Court for the Western District of Texas against MTK on January 16, 2024, alleging infringement of U.S. Patent No. 6,982,527. Plaintiff has submitted a petition for voluntary dismissal on April 18, 2024.
- (9) Redstone Logics LLC filed a complaint in the United States District Court for the Western District of Texas against MTK and subsidiary MediaTek USA Inc. on January 26, 2024, alleging infringement of U.S. Patent No. 8,549,339.
- (10) Daedalus Prime LLC filed a complaint in the German Dusseldorf Regional Court against MTK on March 21, 2024, alleging infringement of German Patent Nos. DE 11 2012 003 701 B4 and DE 11 2012 005 210 B4.  
Daedalus Prime LLC filed a complaint in the United States District Court for the Eastern District of Texas against MTK on April 8, 2024, alleging infringement of U.S. Patent Nos. 11,507,167, 10,705,960, 10,725,919, 10,740,281, 9,887,838, 10,372,197, 8,984,228, 8,769,316.
- (11) Huawei Technologies Co., Ltd. and Huawei Device Co., Ltd. filed complaints in the People's Republic of China for the Shenzhen Intermediate People's Court against MTK on May 14, 2024, alleging infringement of China Patent Nos. 201810244560.X, 201380002080.8 and 201110255576.9 and requesting for a ruling of rate setting.  
Huawei Technologies Co., Ltd. and Beijing Huawei Digital Technologies Co., Ltd. filed complaints in the People's Republic of China for the Shanghai Intellectual Property Court against MTK on August 14, 2024, alleging infringement of China Patent Nos. 202210840878.0, 201910468451.0 and 201810774593.5.  
Huawei Technologies Co., Ltd. and Beijing Huawei Digital Technologies Co., Ltd. filed complaints in the People's Republic of China for the Guangzhou Intellectual Property Court against MTK on August 20, 2024, alleging infringement of China Patent Nos. 201811180240.9 and 201710063709.X.  
Huawei Technologies Co., Ltd. and Shanghai Huawei Technologies Co., Ltd. filed complaints in the People's Republic of China for the Hangzhou Intermediate People's Court against MTK on August 21, 2024, alleging infringement of China Patent Nos. 201810759037.0 and 202110217137.2.
- (12) VDPP LLC filed a complaint in the United States District Court for the Western District of Texas against MediaTek USA Inc. on August 2, 2024, alleging infringement of U.S. Patent No. 10,021,380. Pursuant to the Plaintiff's motion for voluntary dismissal, the court dismissed the claims against MediaTek USA Inc. on January 21, 2025.
- (13) CommWorks Solutions LLC filed a complaint in the United States District Court for the Eastern District of Texas against MTK on August 27, 2024, alleging infringement of U.S. Patent Nos. 7,177,285, 7,463,596, 7,911,979, RE44,904, 7,027,465 and 6,891,807. Pursuant to the plaintiff's motion for voluntary dismissal, the court dismissed the claims against MTK on December 12, 2024.
- (14) ServStor Technologies LLC filed a complaint in the United States District Court for the Eastern District of Texas against MTK on September 19, 2024, alleging infringement of U.S. Patent Nos. 7,602,773, 7,643,476, 7,688,814 and 7,742,473. Pursuant to the Plaintiff's motion for voluntary dismissal, the court dismissed the claims against MTK on February 10, 2025.

Except for cases that were dismissed or terminated (cases 3, 4, 6, 7, 8, 12, 13, 14), the Company is unable to determine the outcome of the above matters at this time as these matters are currently pending; further evaluations will be conducted on a continuous basis. The Company will handle these cases carefully.

### 6.13. Other Material Risk

For the latest fiscal year and year to date, there is no known material risk to greatly impact the Company's financials.

## 7. Other Material Events

### 7.1. Certificate Holding Status for Personnel Associated with Financial Transparency

Certificate	CPA	US CPA	CICPA	CA Singapore	CIA	CFA
Headcount						
Finance	19	9	2	1	2	2
Internal audit	3	1	0	0	2	0

Certificate	FRM	CISA	TA	CFE
Headcount				
Finance	1	0	3	0
Internal audit	0	2	0	1



## **VII. Special Disclosure**

### **1. Information on Affiliated Companies**

Please refer to the Market Observation Post System (MOPS) website.

### **2. Private Placement Securities**

None.

### **3. Events Having Significant Impacts on Shareholders' Rights or Security Prices as Stated in Article 36, Paragraph 3, Item 2 of the Securities and Exchange Act**

None.

### **4. Other Necessary Supplement**

None.



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