

MEDIATEK

MediaTek ESG Highlights

October 2026

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Strategic Issues	Short-Term Targets 1-3 years	Mid-to-Long-Term Targets 3-10 years	Progress and Results in 2025
Brand Identity and Market Perception	Enhance brand image, increase brand value by 10%.	Increase brand value and corporate identity by 30%.	Valued at US\$2.039 billion, a 45% increase from 2024, MediaTek was ranked 3rd in Interbrand's "Best Taiwan Global Brands".
Customer Relationship Management	- Continue to develop new products, to increase the depth and breadth of customer and partner relationships. - Achieve target gross margin, business growth rate, and forecast accuracy.	- Cultivate global potential markets customers, and partners to increase industry influence. - Improve communication and response to customers' feedback.	- Continue to cultivate major markets in the world, including Europe, America, China, Asia, Africa, Australia, and other major regions worldwide. - Revenue continued to grow by 12.3% in 2025, a concrete demonstration of our results.
Innovation	- Invest at least NT\$80 billion per year in R&D expense. - Continue to implement low-power design concepts to improve product energy efficiency.	- Establish AI application ecosystems for various product categories. - Implement the 3A (Accessibility, Affordability, Availability) strategy to enable people in every corner of the world to harness the power of technological innovation.	- Invested NT\$148.3 billion in innovation and R&D. - Launched the latest flagship 5G Agentic AI chip Dimensity 9500, designed for edge AI, immersive gaming, and extreme imaging. - Unveiled the new Dimensity Auto Cockpit platform product C-X1, designed to revolutionize the smart automotive experience.
Diverse, Equitable and Inclusive Workplace	- Promote sexual harassment prevention courses through diverse channels to ensure high completion rate. - Ensure the proportions of female new hires/engineering researchers/total employees and managers meet industry averages.	- Continuously promote a diverse, equitable, and inclusive workplace through various channels and related initiatives. - Continuously improve gender balance in the workplace while creating an environment where diverse employees feel comfortable and accepted.	- Maintained a female-to-male salary ratio of 1:1 for the same positions. - Optimized family support benefits, including 12 weeks of maternity leave for female employees, 10 days of paternity (and prenatal check-up) leave, and an increased birth allowance (NT\$10,000 per child).
Talent Attraction, Retention and Development	- Provide competitive compensation and benefits. - Foster a positive and caring workplace environment. - Provide employees with training to enhance individual performance.	- Enhance the leadership of managers at all levels through competency-development-oriented manager training programs. - Continuously hold advanced technology forums and courses to promote employees' innovative thinking and competitiveness	- Average compensation of non-executive full-time employees were NT\$4.47 million in 2025. - Global education and training totaled over 760,000 hours, with over 21,000 employees participating, averaging 38 hours per employee.



Strategic Issues	Short-Term Targets 1-3 years	Mid-to-Long-Term Targets 3-10 years	Progress and Results in 2025
Corporate Governance and Legal Compliance	- Implement legal compliance to ensure no material violations of laws. - Maintain a corporate governance evaluation result in the top 5% of TWSE-listed companies.	Improve the operations of the Board of Directors and various functional committees to perfect the Board's functions.	- Increased the proportion of independent directors to more than half of the board (5 of 9 seats). - Ranked top 5% of TWSE-listed companies for the sixth consecutive year.
Information Security Management	- Expand the scope of information security management to subsidiaries. - Promote a zero-trust architecture to reduce lateral movement risks. - Establish an SBOM (Software Bill of Materials) management system to meet software supply chain security compliance requirements.	- Leveraged threat intelligence and AI technologies to improve threat detection and protect critical information. - Strengthened product security through testing and AI-assisted secure development practices.	- Retained first place in the 2025 TCSA Information Security Leadership Award (manufacturing and energy industry group). - Completed the ISO 27001: 2022 information security certification transition, strengthening information security governance and operational resilience. - Obtained the first batch of automotive ISO/SAE 21434 product certificates, meeting the compliance of automotive market and customers.
Product Responsibility and Energy Conservation & Carbon Reduction	- Strive for green design and improve product energy efficiency. - Establish a best-practice management sharing platform for global operating sites so that the best energy-saving resources and practices can be exchanged and shared. - Introduced immersion cooling technology into the operation of next-generation data centers.	- Achieve a cumulative electricity saving rate of over 10% for overall data centers from 2024 to 2030. - Collaborate with all suppliers to jointly reduce greenhouse gas emissions by 25% by 2030 (compared to 2020).	- The energy consumption ratio decreased by 13% and volume decreased by 4% in 2025 compared to 2024. - Multiple carbon reduction projects were implemented, achieving a reduction of approximately 40,067 tons CO₂e/year. - Completed the construction and grid connection of four rooftop solar power plants for self-use, with an installed capacity of 709 kW.
Social Contribution and Value Co-Creation	- Support 45 technology-related courses, camps, or research projects to enhance students' inquiry and practical skills. - Provide cross-enterprise mentor guidance, business model optimization, and impact assessment training to at least 15 high-potential teams each year.	- Establish a regional social innovation network to connect over 20 enterprises, NGOs, impact investors, and public sector entities. - Support more than 100 schools in offering continuous technology courses within five years. - Establish communities or exchange mechanisms to support 200 teachers in professional development.	"Genius for Home": 94 townships and districts were reached in Taiwan; 132 proposals were submitted, and 3 teams were supported in post-campaign implementation. "STEM Course Maker" Program: expanded to 48 primary and secondary schools across Taiwan. "1+1 Science Circle" Program: established 21 collaboration projects, supporting a total of 44 schools. - Encouraged R&D and supported 3 university-level innovation and research centers.



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

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



Net-Zero Targets

- ▶ Implemented Carbon Management Systems across **53** global sites including subsidiaries.
- ▶ Collaborated with suppliers to execute carbon reduction-related projects, reducing **40,067 tons CO₂e** in 2025.
- ▶ Using 2020 as the baseline year, we aim to reduce Scope 1 and 2 GHG emissions by **40%**, and Scope 3 by **25%**, by 2030.
- ▶ Committed to achieve **RE100** for all offices by 2030.
- ▶ Applied for and passed the **SBT** review in 2024, as we aim to achieve **Net-Zero** emissions by 2050.

Green IC Design

- ▶ Comply with **RoHS** and **WEEE** regulations.
- ▶ Reduced energy consumption of main products by **13%** in 2025 when compared to 2024.
- ▶ Reduced the size of major products by **4%** in 2025 when compared to 2024.

External Verifications

- ▶ **ISO 14001**
Environmental Management System
- ▶ **ISO 14046**
Water Footprint
- ▶ **ISO 14064-1**
Greenhouse Gases
- ▶ **ISO 45001**
Occupational Health and Safety Management System
- ▶ **ISO 50001**
Energy Management Standard



A
GHG Emissions and Decarbonization

	Scope 1 and 2	Scope 3	Net zero
Medium-to-long-term target	40% reduction by 2030 from the 2020 base year	25% reduction by 2030 from the 2020 base year	Net-zero GHG emissions by 2050
2025 progress and selected outcomes	Group-wide Scope 1 and Scope 2 emissions decreased by approximately 6.2% compared with 2024.	▶ 435 tCO₂e in transportation-related emissions reduced. ▶ 40,067 tCO₂e/year* in estimated supplier project carbon reduction benefits.	Completed GHG inventories and external verification for 53 global sites in 2025.
Key actions	Expanded self-generated solar power and implemented energy-saving and carbon reduction measures.	Employee commute services and supplier energy-saving, water-saving and circular economy projects.	Continued group-wide carbon management, inventory and verification.

* Note: Project-based carbon reduction benefits are not equivalent to the year-on-year reduction in total Scope 3



B
Energy Efficiency



C
Water Saving



D
Waste

2025 Target	Electricity saving ratio of 16.5%	Water saving ratio of 4.3%	Increase recycling rate
2025 Result	Electricity saving ratio reached 16.7%	Water saving ratio reached 4.3%	Recycling rate increased from 27% to 28%
Reason for result	▶ Enhanced data center energy efficiency. ▶ Upgraded office lighting to LEDs. ▶ increased use of self-generated solar photovoltaic renewable energy.	▶ Improved water savings from water resource projects and reduction measures.	
2026 Target	Electricity saving ratio of 35.9%	Water saving ratio of over 4%	Increase recycling rate



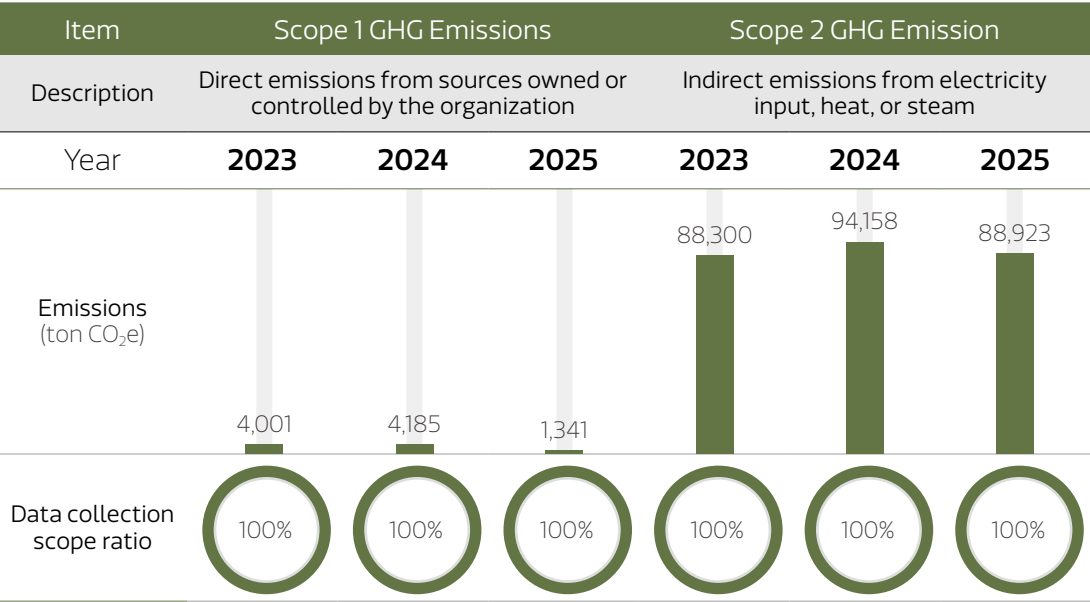
(A) GHG Emission

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

Purchased electricity, which is under scope 2, accounts for 96.29% of total emissions.

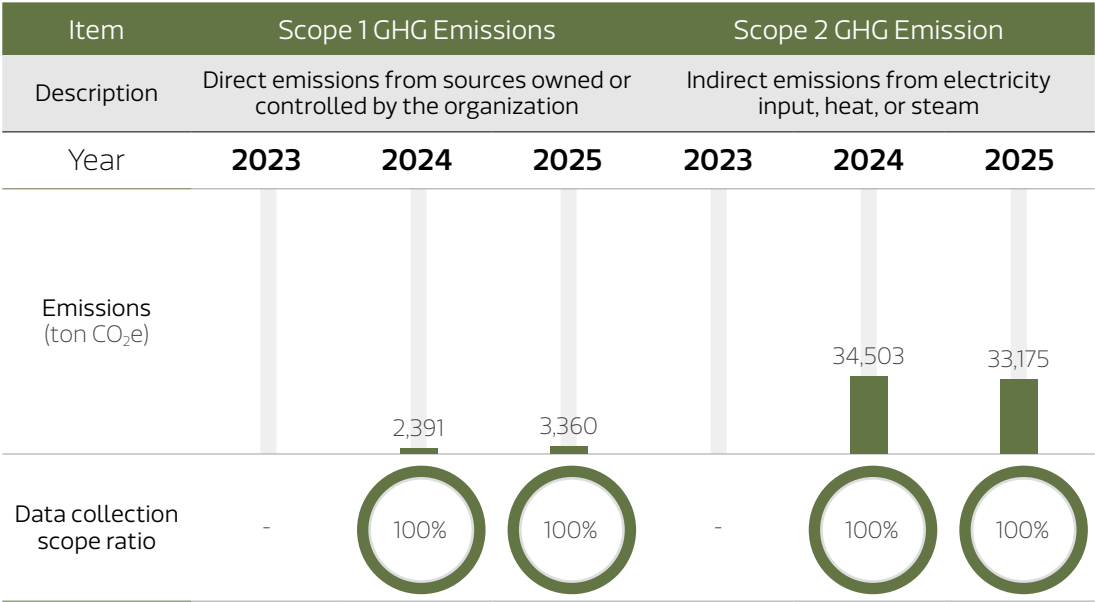
The decrease in 2025 was attributable to the expanded use of self-built solar renewable energy and other carbon reduction measures.

MediaTek GHG Emissions Over the Past Three Years



Note: MediaTek started conducting its own audits in 2016. Greenhouse gas emissions in 2025 decreased compared to 2024, mainly due to carbon reduction practices like expanding the use of self-built solar renewable energy.
Note: The data covers the Hsinchu Science Park/Zhubei/Taipei/Tainan offices (covering 100% of the scope).

MediaTek Subsidiaries GHG Emissions Over the Past Three Years



Note: The data scope includes all subsidiaries in the consolidated financial statements (covering 100%).



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

Completed GHG inventory and assurance for 53 global sites in 2025.

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



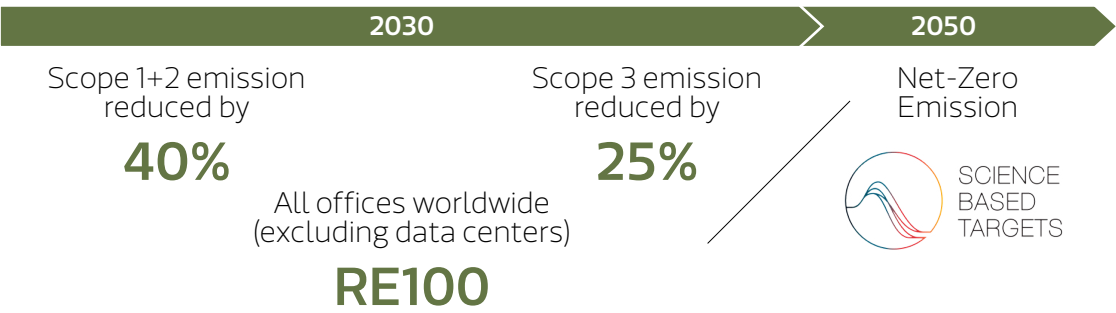
Reduced carbon emissions generated from transportation by 435 metric tons CO₂e.



A total of 21 EV charging stations were installed as of 2025



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

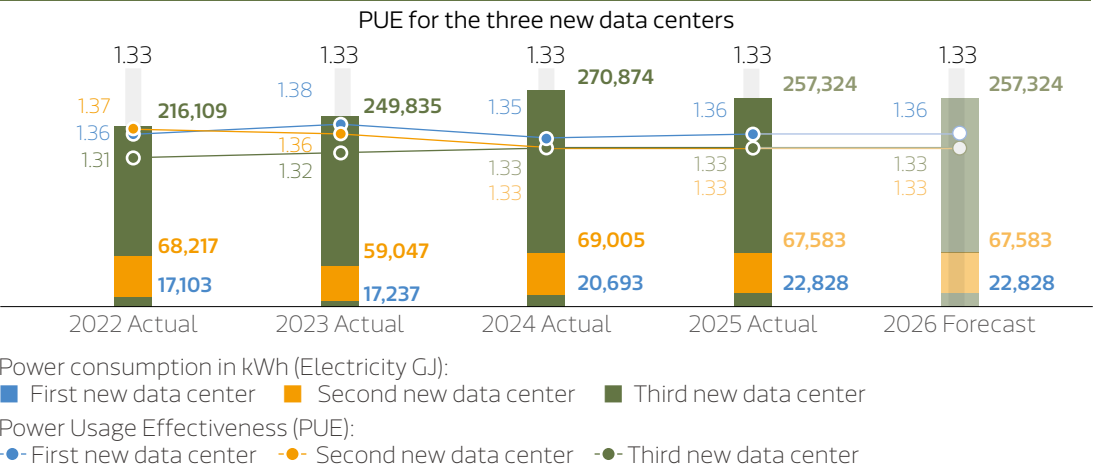


(B) Energy

Total electricity consumption in 2025 was 187,632 thousand kWh, a decrease of 1.5% compared to the previous year, due to increased use of self-generated solar photovoltaic renewable energy and other carbon reduction measures. The parent company's power saving ratio reached 16.7% in 2025, exceeding the 2024 target of 16.5%.

Three priorities of energy management and conservation in 2025		
Efficiency improvement	Energy-saving equipment and design	Self-generated electricity
High-density, energy-efficient data centers	Achieved milestone of all operational buildings using LED energy-saving lighting	Solar power system

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





Energy Consumption Over the Past Three Years

Energy Type	Company	2023	2024	2025
Natural gas (GJ)	MediaTek	219	255	260
	Subsidiaries	-	785	928
	Total (GJ)	219	1,040	1,188
LPG (GJ)	MediaTek	6,778	6,050	6,385
	Subsidiaries	-	639	598
	Total (GJ)	6,778	6,689	6,983
Gasoline (GJ)	MediaTek	238	220	139
	Subsidiaries	-	232	242
	Total (GJ)	238	452	381
Diesel (GJ)	MediaTek	932	897	420
	Subsidiaries	-	141	18
	Total (GJ)	932	1,038	438
Purchased electricity (GJ)	MediaTek	643,577	686,171	675,034
	Subsidiaries	-	224,835	226,840
	Total (GJ)	643,577	911,006	901,874

Energy Type	Company	2023	2024	2025
Renewable energy (RE certificates) (GJ)	MediaTek	0	0	1,661
	Subsidiaries	-	8,340	9,582
	Total (GJ)	0	8,340	11,243
Total(GJ)	MediaTek	651,743	693,593	683,899
	Subsidiaries	-	234,971	238,209
	Total (GJ)	651,743	928,564	922,108
Energy intensity (GJ/person)	MediaTek	52.9	55.6	53.7
	Subsidiaries	-	23.7	23.5
	Total Energy Intensity (GJ/person)	52.9	41.5	40.3
Electricity share of total energy (%)	MediaTek	98.75%	98.93%	98.70%
	Subsidiaries	-	95.69%	95.23%
	Consolidated electricity share of total energy (%)	98.75%	98.11%	97.81%
Renewable share of total energy (%)	MediaTek	0.00%	0.00%	0.24%
	Subsidiaries	-	3.55%	4.02%
	Consolidated renewable share of total energy (%)	0.00%	0.90%	1.22%

Note: Subsidiary data includes all subsidiaries in the consolidated financial statements (100% coverage).

Note: Calorific values refer to the Energy Agency's 2024 announced calorific table.

Note: Energy usage in 2025 is lower than usage in 2024 due to expanded use of self-built solar renewable energy and other carbon reduction practices: energy intensity has also decreased accordingly.



High-Density, Energy-Efficient Data Centers: Achievements and Targets

2025 Achievement

- ▶ **PUE Optimization:** Achieving an overall Power Usage Effectiveness (PUE) of 1.33 across three new energy-efficient data centers in 2025, delivering a 17% efficiency boost compared to legacy server rooms.
- ▶ **Advanced Cooling Deployment:** Preparing to launch operations of our first immersion-cooled data center in Q1 2026, building on successful 2023 testing (PUE below 1.1) and 2024 design planning.

Short-term Targets (within next 3 years)

- ▶ **Facility Migration:** Optimizing energy efficiency across our three new data centers while systematically migrating servers from legacy rooms to these advanced facilities.
- ▶ **Global Best-Practice Sharing:** Aligning business growth with decarbonization by establishing a global platform to share and implement optimal energy-saving practices across all worldwide offices.
- ▶ **Next-Gen Operations:** Deploying immersion cooling technology in our next-generation data center operations in 2026, while simultaneously phasing out legacy, energy-intensive server rooms.

Long-term Targets (By 2030)

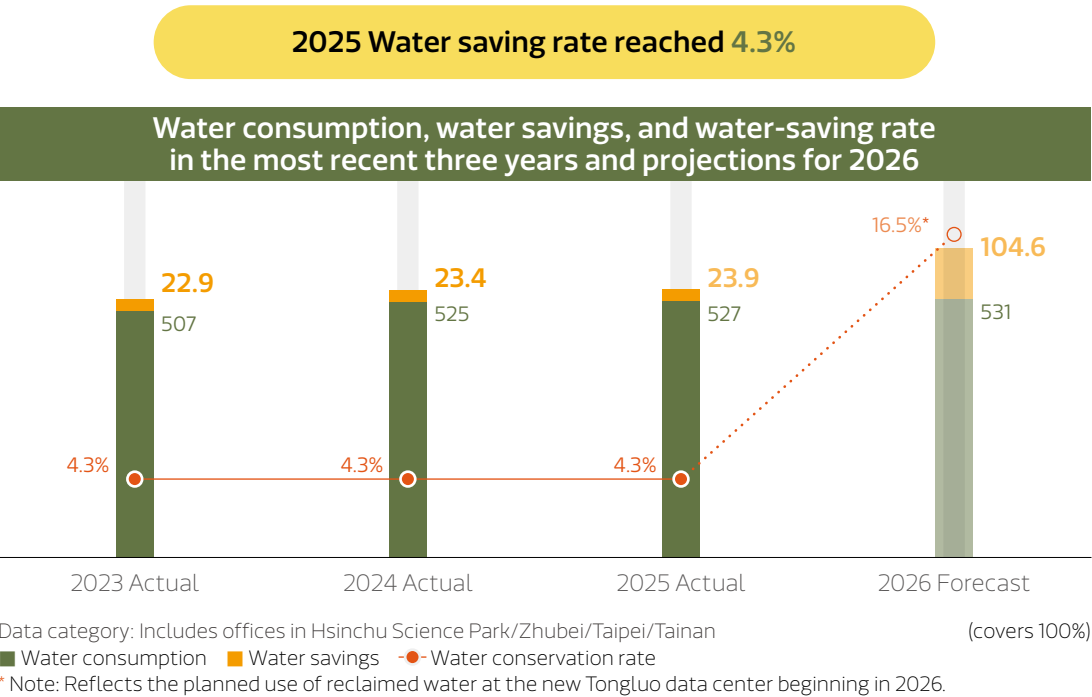
- ▶ **Cumulative Energy Savings:** Driving a cumulative electricity savings rate of over 10% across all corporate data centers from 2024 to 2030.
- ▶ **Technology Scaling:** Scaling up the footprint of immersion-cooled data centers and continuously exploring new opportunities for energy optimization.
- ▶ **Continuous Improvement:** Upgrading energy efficiency across all global offices through the robust implementation of shared best practices.



(C) Water Management

Total water intake: 527 million liters, up 0.4% YoY. The increase was mainly due to the expansion of IT data centers and increase in employee numbers.

Total water savings: 23.9 million liters, up from 23.4 million liters in 2024, achieved by engaging in water resource improvement projects with various water reduction measures.



(D) Waste Management



Waste Treatment Statistics for the Past Three Years

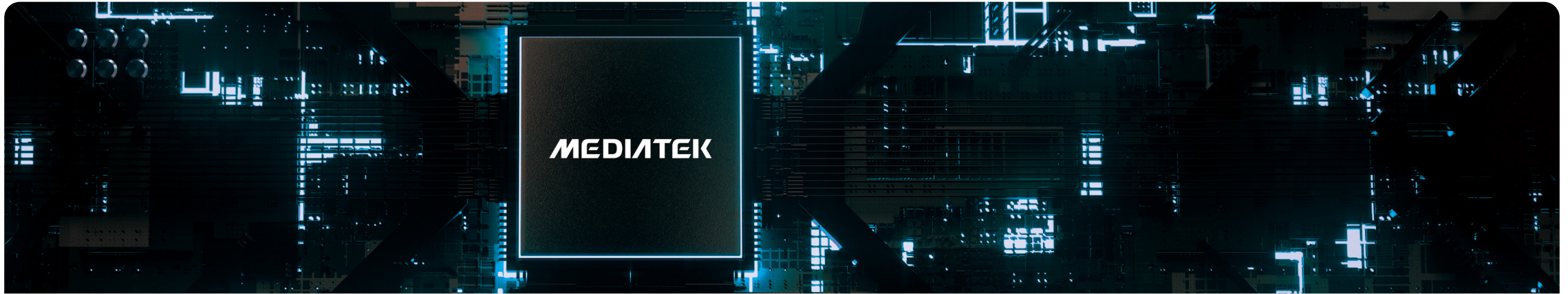
		2023		2024		2025		
Category	Waste category	Treatment method	Treated quantity (metric tons)	Percentage (%)	Treated quantity (metric tons)	Percentage (%)	Treated quantity (metric tons)	Percentage (%)
General business waste	Domestic waste	Incineration	130.55	59.13%	132.08	56.69%	129.92	57.82%
	Waste paper	Recycling	46.32	20.98%	48.95	21.01%	51.1	22.74%
	Waste iron containers	Recycling	0.14	0.06%	0.15	0.06%	0.00	0.00%
	Waste aluminum containers	Recycling	0.00	0%	0.15	0.06%	0.00	0.00%
	Waste lighting sources	Recycling	0.00	0%	0.00	0%	0.00	0.00%
Hazardous business waste	Waste electronic components	General reuse	43.78	19.83%	51.65	22.17%	43.67	19.44%
	Scraps and defective products							
Total			220.79	100%	232.98	100%	224.69	100%

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

Note 2: Hazardous business waste is first crushed to facilitate the extraction and reuse of precious metals, and the remaining material is then stabilized.

Note 3: Compared to 2024, the total amount of waste in 2025 decreased by about 3.6%.

Data scope: Includes offices in Hsinchu Science Park/Zhubei/Taipei/Tainan (covering 100%)



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

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

Minimizing Energy Consumption

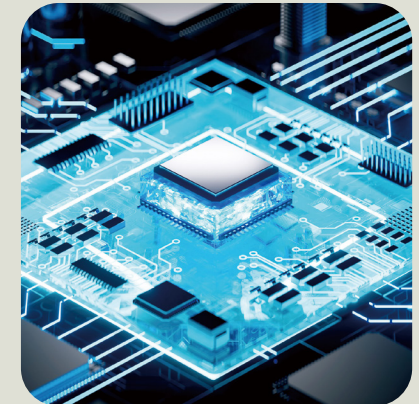
13%

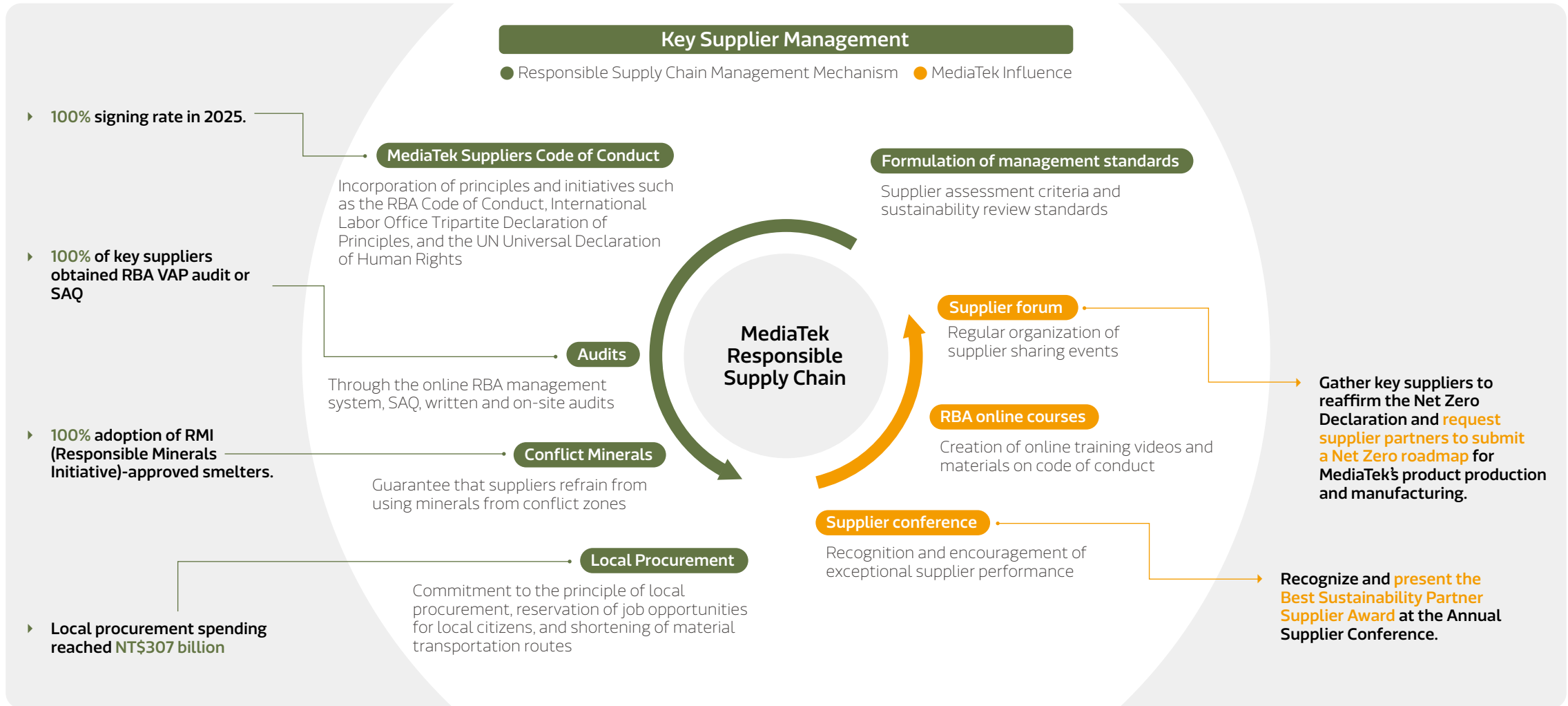
Reduced energy consumption of major products by **13%** in 2025 vs. 2024

Minimizing Physical Size

4%

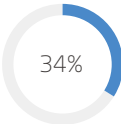
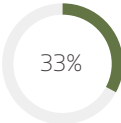
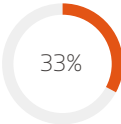
Reduced the volume of major products by **4%** in 2025 vs. 2024





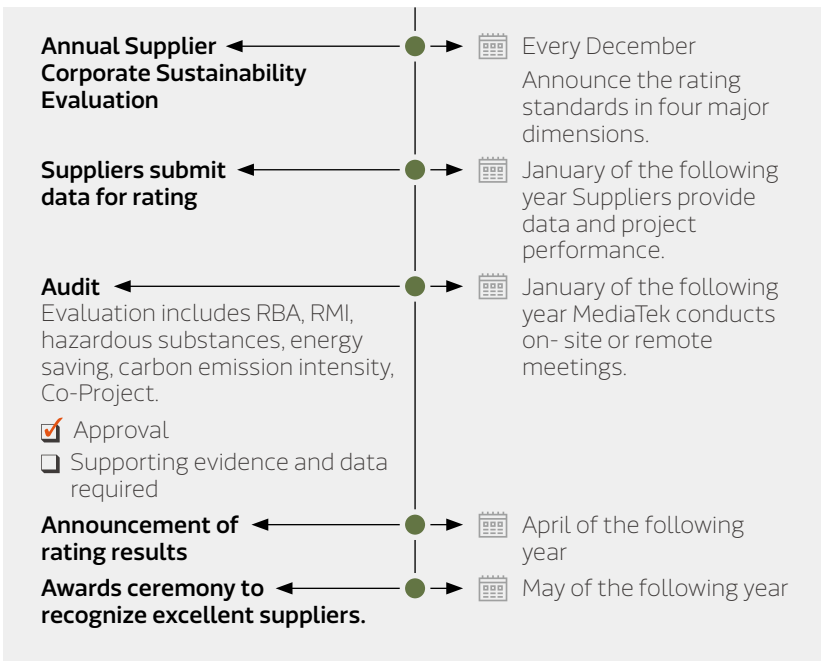


Annual and New Supplier Sustainability Risk Assessment Criteria and Weight of the Assessment

	Management dimension	Management standards	Evaluation weighting	2025 achievement rate
 Economic dimension	Firm commitment to enhance product quality in line with MediaTek's deployment strategy, pursuing the highest quality standards in cooperation with suppliers, and ongoing improvements and development of innovative technologies	Delivery times, production capacities, services, engineering yield rates, new product introduction, ISO 9001 Quality Management System, IATF 16949 Automotive Quality Management System		
 Environmental dimension	Firm commitment to ensuring suppliers do not use hazardous substances, while adopting eco-friendly green design from the source of the product lifecycle, requiring suppliers to jointly practice green innovation	ISO 14001 Environmental Management System, QC 080000 HSPM Hazardous Substance Process Management, Sony Green Partner Standard		
 Social dimension	Ensuring suppliers fulfill social responsibilities, comply with international labor rights, and provide/promote a healthy and safe workplace.	MediaTek Supplier Code of Conduct, Responsible Business Alliance Code of Conduct, SA 8000 Social Accountability International Standard, Conflict-Free Minerals, ISO 45001 Occupational Health and Safety Management System		

Key Supplier Management

Key Supplier Sustainability Scoring Standards and Procedure

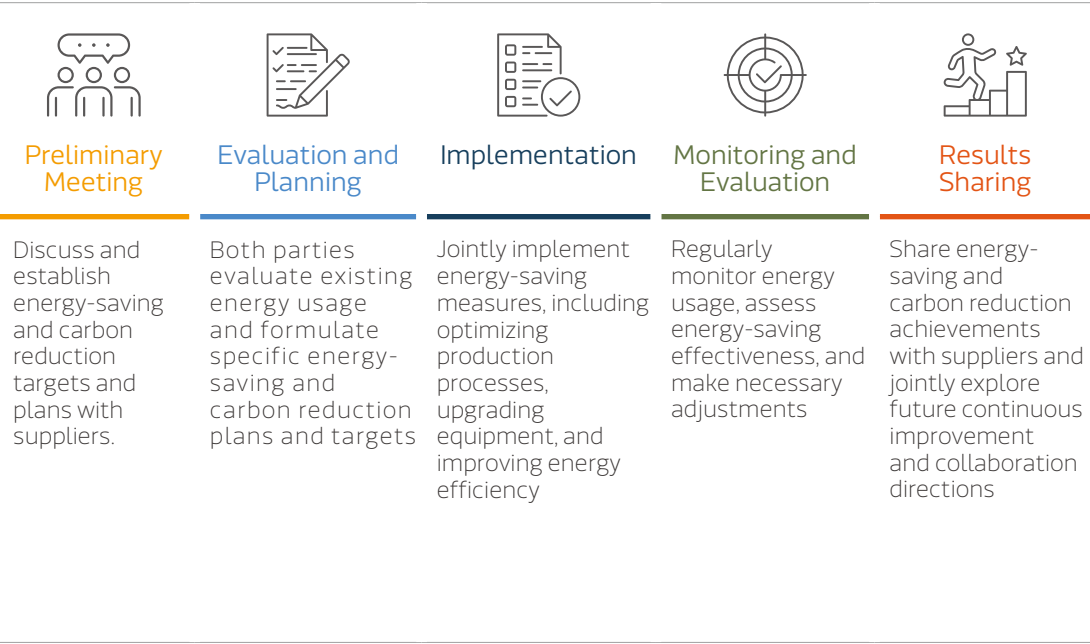


- High-risk suppliers must pass either an on-site or paper-based audit for ESG compliance before any transaction can proceed. If suppliers that fail the risk assessment still cannot meet the standards after receiving guidance or assistance, the transaction will be scaled down or even terminated.



Supplier Partnership Initiative

As an industry leader bearing the significant responsibility of promoting sustainable management, MediaTek officially announced in 2022 its response to the global net-zero emissions initiative and began proactively collaborating with supply chain partners to plan and implement projects focused on green manufacturing and the circular economy to reduce environmental impact, demonstrating the commitment to the net-zero declaration.



The 2025 Key Supplier Partnership Initiative Results

Through the above steps, we collaborate with suppliers, regularly reviewing performance and making rolling adjustments to strategies and targets, jointly dedicated to achieving energy-saving and carbon reduction goals, and have established good cooperative relationships.

2025 Project Results of Collaboration with Key Suppliers			
Project Type	Energy saving projects	Water saving projects	Circular economy
Expected Reduction Benefits	32,571 (ton CO ₂ e/ year)	1,763 (ton CO ₂ e/ year)	5,732 (ton CO ₂ e/ year)



Green Supply Chain Management: 2025 Progress and Targets



GHG Management



Renewable Energy Management



Energy and Water Conservation



Circular Economy and Waste Reduction

Management Action	Regularly track supplier GHG emissions and conduct education and training workshops.	Work with key suppliers to develop net-zero roadmaps and renewable energy use plans for MediaTek product lines.	Encourage key suppliers to implement energy- and water-saving action plans throughout the production process for MediaTek products.	Encourage suppliers to implement circular economy and resource-efficiency practices in the production of MediaTek products.
2025 Results	100% of key suppliers participated in the Sustainable Supply Chain Net-Zero Workshop. 100% of Tier 1 suppliers obtained third-party verification for ISO 14064-1 GHG inventories and ISO 14067 product carbon footprints.	Established an automated supply chain management system to track suppliers' renewable energy use and GHG emissions for MediaTek product lines.	Energy-saving projects: 32,571 tCO ₂ e/year in carbon reduction benefits Water-saving projects: 1,763 tCO ₂ e/year in carbon reduction benefits	More than 5,732 tCO ₂ e/year in carbon reduction benefits from resource-efficiency improvements.
Short-Term Target (1–3 yrs)	Reduce annual carbon intensity by at least 2% year on year. Continue requiring third-party verification of ISO 14064-1 GHG inventories and ISO 14067 product carbon footprints.	Continue increasing suppliers' renewable energy use and reduce annual carbon intensity by at least 2% year on year.	Annual energy savings: ≥1% YoY; continue increasing the water recycling rate.	Continue expanding circular economy practices, with at least three new suppliers added.
Mid-to-Long-Term Target (3–10 yrs)	Reduce GHG emissions from MediaTek product manufacturing by 25% by 2030 from the 2020 base year.		Contribute to the 2030 target through continued energy- and water-saving actions.	Require 100% of suppliers to implement circular economy practices.



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



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

- ▶ Collaborated with National Taiwan University to preserve old trees at our Hsinchu HSR Office Building.



Habitat Volunteer Action

- ▶ The thinning area in 2025 was approximately 0.3 hectares, part of the 1.2-hectare trust land managed by the Company
- ▶ Moderate thinning helps improve stand structure, reduce competition, and enhance health, thereby increasing subsequent carbon sequestration and reducing pest and disease issues.



Ecological Maintenance and Tree Management Centered on Native Plant Communities

- ▶ Strived to preserve 9 existing native trees, with the addition of 194 newly planted native trees at Tongluo Building.
- ▶ Strived to preserve 113 existing native trees.
- ▶ The preserved native trees have an estimated annual carbon sequestration of 0.7449 (ton CO₂ e/year)



Tree Planting and Afforestation Plan

- ▶ As of 2025, 2,000 saplings have been planted in areas including Zhubei Crescent Bay coastal forest and Yilan Wujie coast, with estimated annual carbon sequestration of 13.1847 (ton CO₂ e/year).
- ▶ Donated NT\$1 million to the Tse-Xin Organic Agriculture Foundation for subsequent coastal forest tree maintenance.





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

[Link to MediaTek Human Rights Policy](#)

[Link to MediaTek's Declaration of Diversity, Inclusion and Workplace Equality](#)

Global Presence

- ▶ At end of 2025, the total number of MediaTek employees (including contractors) was **19,785**, located at **35** offices globally, with **35.2%** of overseas employees outside of HQ in Taiwan.
- ▶ Recognized as one of the **Best Employers** locally and internationally.



Lower-than-average Turnover

- ▶ In 2025, our global and Taiwan turnover rate were **5.8%** and **5.5%** — significantly **lower** than the high-tech industry averages of 12.9% and 13.7%.
- ▶ In the **leading group** among listed companies in 2025 employee remuneration ranking published by TWSE.



In line with Gender Diversity

- ▶ Women accounted for **18.4%** & **16.3%** of total & R&D employees in 2025, which aligns with the median proportion of female technical talent within the semiconductor industry (15-19%).
- ▶ In 2024, MediaTek established **DEI 4A Framework** (Awareness, Accessibility, Action, Allyship), ensuring that all employees have equal opportunities to grow with the Company.





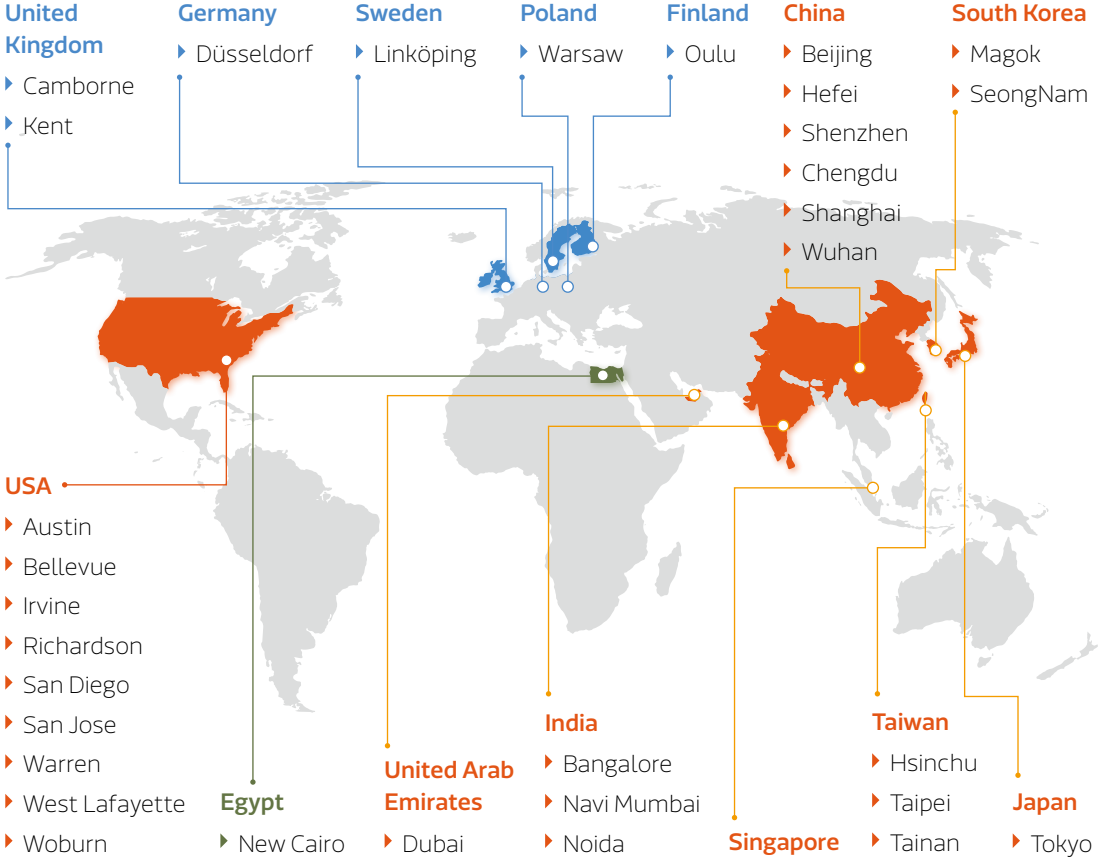
Recognized as a Leading Employer Locally and Globally



Unit: Persons

Staff						
Employment Contract	Employment Type	Gender	Taiwan	Asia-Pacific	Europe	Americas
Regular	Full-time	Male	10,537	4,459	322	655
		Female	2,197	1,214	32	112
	Part-time	Male	0	0	7	0
		Female	0	0	1	0
Contractor	Full-time	Male	27	89	8	3
		Female	11	46	4	1
	Part-time	Male	28	0	4	1
		Female	20	2	2	3
Total		19,785	12,820	5,810	380	775

Note 1: Employee headcount was calculated as of December 31st, 2025.
Note 2: Individuals employed by MediaTek include both regular and contractor employees, including interns (contractor) and R&D alternative service personnel (regular employees).
Note 3: Employee headcount remained stable during the period from 2023 to 2025, with no significant fluctuations.

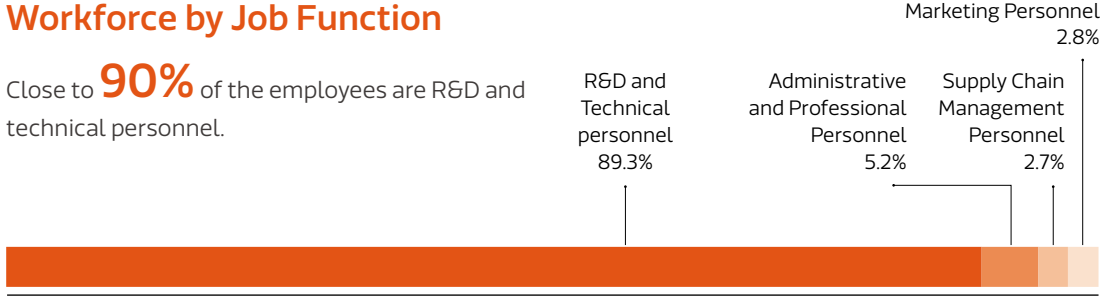


At end of 2025, the total number of our staff (incl. contractors) was **19,785** and established **35 sites** around the world, with **35.2%** of overseas employees outside of HQ in Taiwan.



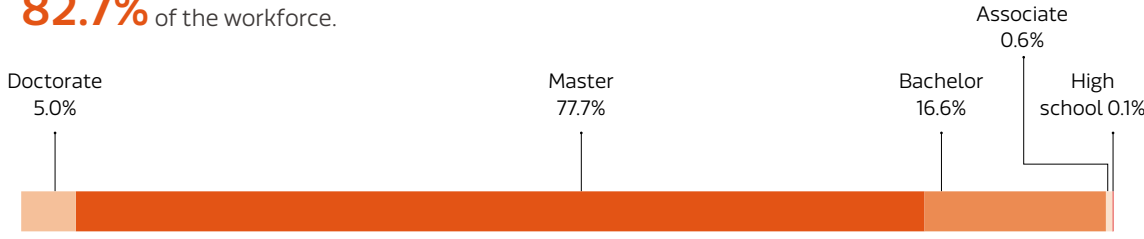
Workforce by Job Function

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



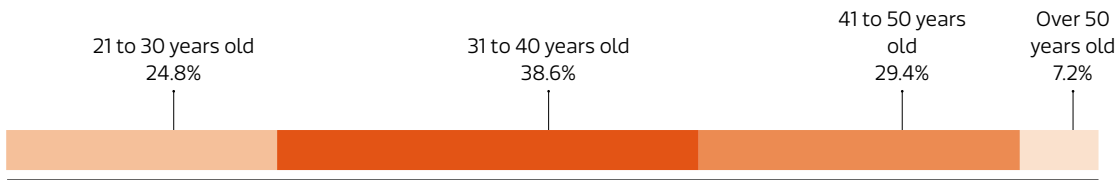
Workforce by Education Level

Employees holding a master's or doctoral degree account for **82.7%** of the workforce.



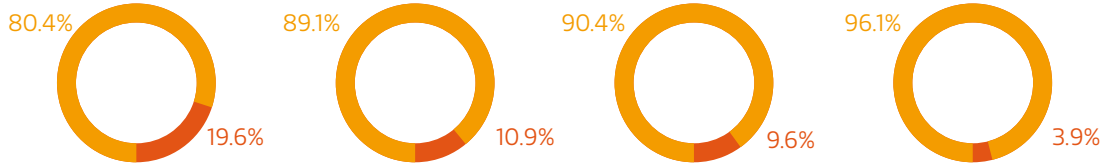
Workforce by Age Group

Employees aged 31-40 represent the largest age group, accounting for **38.6%** of the workforce.



Representation Across Management Levels

General Employees		First-line Managers		Middle Managers		Senior Managers	
Male	Female	Male	Female	Male	Female	Male	Female
13,940	3,390	1,617	198	509	54	74	3



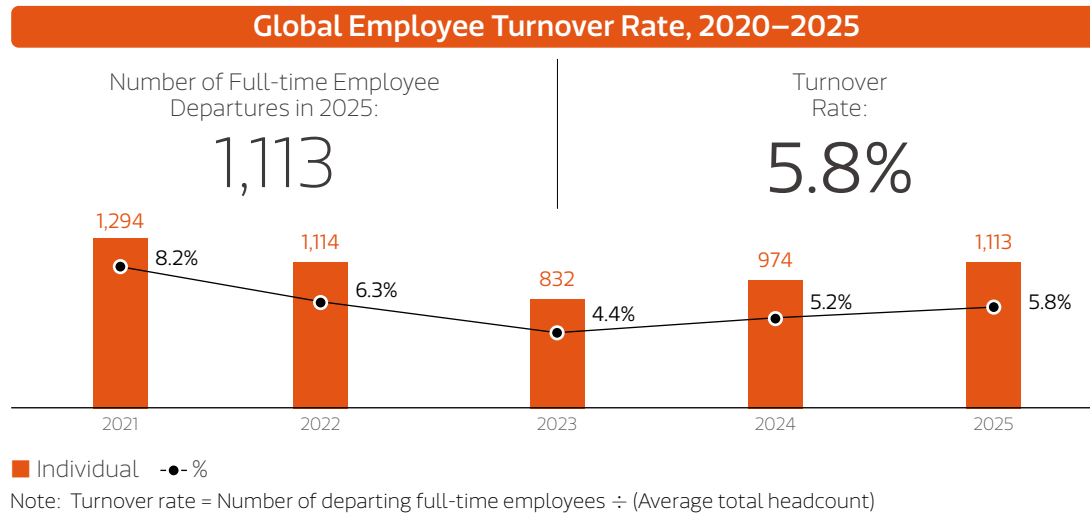
Note: First-line managers: Department Manager, Middle managers: Division Directors, Senior managers: Business Unit General Managers and above



- Women took up **18.4%** & **16.3%** of total & R&D employees in MediaTek in 2025, **aligning with** the median percentage of female technical talent in semi-conductor industry, which is between 15-19%.



- ▶ In 2025, MediaTek's global and Taiwan turnover rate was **5.8%** and **5.5%**, much **lower than** the global and Taiwan high-tech industry average turnover rate of **12.9%** and **13.7%**.
- ▶ Additionally, the Three-Year retention rate for New Recruits was **97%**.



Retention Rates for New Recruits Worldwide

Item	2023	2024	2025
Two-year New Hire Retention Rate	98%	98%	97%
Three-year New Hire Retention Rate	94%	97%	97%

Providing the Overall Competitive Compensation

- ▶ In Taiwan, MediaTek's average and median salaries for non-executive, full-time employees in 2025 were among the leading group in the industry ranking published by TWSE.
- ▶ Managers' remuneration are based various factors, including individual performance that take into consideration of their ability to fulfill sustainable development goals (**environment, society, and corporate governance**).
- ▶ **Employee Stock Ownership Trust (ESOT) Program:** Launched in Taiwan, we encourage employees to invest in MediaTek. In 2025, **more than 77% of the employees have participated** in the program. Since 2023, we have invested about NT\$1.205 billion cumulatively into the program, showing our dedication to stand with shareholders.

Compensation Principles

Performance-Based

- ▶ Compensation resources are linked to Company performance and business results.
- ▶ Compensation differentiation is based on individual contribution, performance, and job characteristics

Sustainability

- ▶ Compensation programs are designed to balance short-term and long-term incentives.
- ▶ Long-term incentive plans are utilized to support the achievement of long-term business objectives.

External Competitiveness and Internal Balance

- ▶ Compensation design and evaluation consider both external market competitiveness and internal equity.



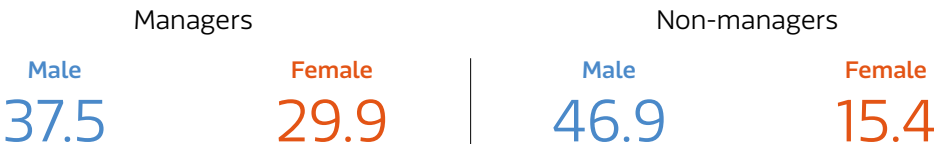
Diverse Talent Development Programs

MediaTek Talent Development Framework				
 Engineers and Individual Contributors	 First-line Managers	 Middle Managers	 Senior Managers	
Key Competencies				
▶ Professional expertise ▶ Business knowledge ▶ Problem-solving capabilities ▶ Scope of business impact ▶ Interpersonal communication	▶ Driving change ▶ Implementing innovation ▶ Developing talent ▶ Leading cross-functional collaboration ▶ Building high-performance teams	▶ Demonstrating business acumen ▶ Leading transformation ▶ Driving innovation ▶ Building high-performing organizations ▶ Developing partnerships	▶ Shaping global strategies ▶ Leading strategic breakthroughs ▶ Building core competitive advantages	
Training Content				
▶ New hire training ▶ Language development ▶ Technical engineering and project management ▶ Personal effectiveness	▶ Management capability development ▶ Direct leadership	▶ Management capability development ▶ Organizational leadership	▶ Management capability development ▶ Strategic leadership	
Learning and Training Approaches				
▶ Instructor-led classroom training ▶ role-playing ▶ podcast programs	▶ online learning ▶ scenario simulations	▶ gamified learning ▶ book clubs	▶ case study ▶ coaching	▶ experiential learning ▶ practical case sharing
Training Evaluation Mechanisms				
▶ Pre-training needs assessments and post-training satisfaction surveys ▶ Learning application sharing sessions, internal TED-style talks, 360-degree development assessment tools				



Average Global Training Hours per Employee

Unit: hours



Note: Full-time non-managerial employees exclude directors and executives.

Diversified Self-Directed Learning Platforms

To support product transformation and rapid business growth, MediaTek actively promotes self-directed learning and partners with leading domestic and international learning platforms.

Diverse Learning

- Includes platforms such as Hahow, Common Wealth Learning, Udemy, and Rosetta Stone.
- Covering topics such as leadership and management, AI technologies, languages, and general education.

Learner-Centric Design

- Employees can set their own learning goals and schedules, allowing them to learn at their preferred pace.

Habit Formation

- Employees must meet minimum monthly viewing requirements to retain access to learning accounts.
- Reinforcing a culture of self-directed learning across the organization.

- MediaTek continued to invest in diversified learning resources, including Udemy, Rosetta Stone, Hahow, and the newly introduced Big Think+ platform.
- The number of users on self-directed learning platforms increased from 3,300 to 4,277 globally.
- In the duration of the Mediatek Learning Festival, the platforms recorded more than 16,000 visits, and over 2,300 instances of employees applying what they learned to their work.

Talent Retention and Development

Developing Coaching Capabilities Among Senior Leaders

MediaTek introduced Group Coaching programs for selected senior leaders to help address management challenges, strengthen coaching skills, and cultivate diverse leadership styles. Beyond enhancing individual leadership effectiveness, these programs support the development of a coaching culture throughout the organization, helping employees grow while contributing to overall business success. From 2024 through 2025, nearly 70 senior leaders participated in Group Coaching programs, generating positive impacts within their teams and organizations.





Friendly Workplace

MediaTek has established a human rights due diligence process based on the Responsible Business Alliance Code of Conduct and key risk considerations across the semiconductor value chain. A human rights risk inventory has been developed as the basis for human rights risk assessments. The Company regularly assesses potential human rights risks across its operations and value chain. Based on the assessment results, MediaTek develops mitigation and remediation measures and periodically monitors implementation progress.



Salient Human Rights Issues

Salient Human Rights Issues	Impacted Sector	
	Taiwan Headquarters Employees	Dispatched and Outsourced Personnel
Working Hours and Work-Life Balance	☒	☒
Workplace Harassment and Sexual Harassment	☒	☒
Healthy and Safe Working Environment	☒	☐
Supplier Employment Conditions	☐	☒



Workplace Diversity and Inclusion

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

2025 Quick Facts

Strive to Create a Gender-Friendly Workplace

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

* Based on the global workforce composition as of December 31, 2025; female employees represented 18.4% of the total workforce

Create a Friendly Work Environment

83% Employees agreed that they can openly express their opinions without fear of retaliation

* Based on the results of the global employee survey in 2025

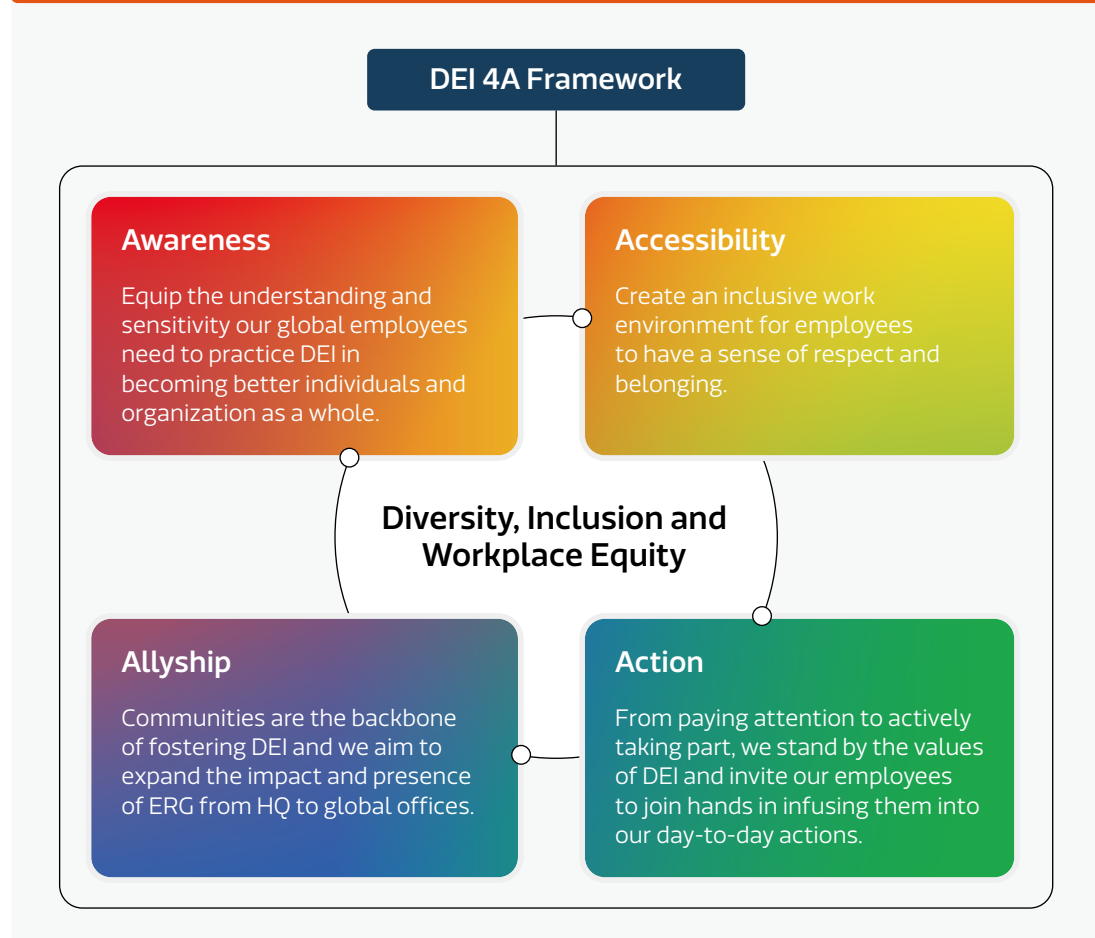
Promote a Diverse and Inclusive Workplace

35.2% of employees based outside Taiwan

Promote Workplace Equity

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

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





We hold comprehensive evacuation drills regularly, which includes fire extinguishing and aid for the injured. To assure the safety during constructions, contracted workers are required take instruction on occupational safety and health. There were two employee occupational injuries and one occupational disease case in 2025, which were caused by tripping and falling.

Objective	Conducted professional training for first-aiders to meet regulatory requirements	Conduct annual employee evacuation drills	Conduct health promotion activities	Conduct annual workplace health and safety risk assessments
2025 Implementation Status	Continued the first-aid training programs and maintained the required number of qualified first-aid personnel in compliance with regulations	Conducted a total of 16 employee evacuation drills	In 2025, organized 10 internal and external sports events, 7 health seminars, influenza and pneumococcal vaccinations campaigns, and 6 first-aid training sessions. The employee participation rate in at least one health promotion activity reached 78.6%.	Completed hazard identification and risk assessments for critical and high-risk operations.
	Achieved	Achieved	Achieved	Achieved
2026 Management Goals	Continue the first-aid training programs to ensure ongoing regulatory compliance	Conduct 16 or more employee evacuation drills annually.	Continue to organize diverse health promotion activities to enhance employee participation and health awareness	Continue conducting hazard identification and risk assessments for critical and high-risk operations.

Item / Year	Gender	2023	2024	2025
Frequency Rate (FR) Number of lost-time injuries (absence >8 hours) × 1,000,000 / Total hours worked	Male	0.54	0.10	0.10
	Female	1.64	0.00	0.00
	Total	0.71	0.08	0.08
Occupational Disease Rate (ODR) Total occupational disease cases × 1,000,000 / Total hours worked	Male	0	0	0.05
	Female	0	0	0
	Total	0	0	0.04
Severity Rate (SR) Lost workdays × 1,000,000 / Total hours worked	Male	16	1	0.53
	Female	41	0	0
	Total	21	1	0.44
Absentee Rate (AR) Total days absent / Total working days	Male	0.00500	0.00500	0.00500
	Female	0.01300	0.01200	0.01200
	Total	0.00700	0.00600	0.00600



- ▶ In 2025, we published 6 issues of "MediaTek Wellbeing Times" bilingual bimonthly e-newsletter, covering physical and mental health information.
- ▶ 7 health education seminars were held, with 12,004 employee and family member participations.

- ▶ 9,981 employees completed annual health examination with full cost covered by MediaTek.
- ▶ 864 hours of on-site medical services were provided in 2025.

Health Awareness



Healthy Diet



Four Key Aspects of Employee Health Care



Health Management



Health Activities

- ▶ Our employee restaurants host nearly 100 vendors, which undergo bimonthly regular inspections by SGS to ensure food safety and hygiene management.
- ▶ Restaurant satisfaction survey was conducted to enhance employees' dining experience.

- ▶ In 2025, our Taiwan headquarters organized 62 diverse health promotion activities.
- ▶ Certified as a Sports Enterprise Certification for nine consecutive years.

Benefits Superior to Regulatory Requirements

Number of Leave

✓ 7 additional days

Volunteer Leave

✓ 2 additional days

Maternity Leave

✓ 4 additional weeks

Paternity Leave

✓ 3 additional days

Insurance

✓ More comprehensive program

Health Examination

✓ More comprehensive program

Childbirth Benefits

✓ More comprehensive program





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

Committed and Diversified Board

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

Aligned with Shareholder Interests

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

Top in Corporate Governance and IP Protection

- ▶ **Sixth consecutive year** listed as **Top 5%** of Taiwan- listed companies in 2025 Corporate Governance Evaluation.
- ▶ Continuously pass the **Level A Certificate** in 2024 Taiwan Intellectual Property Management System (TIPS), valid until December 31, 2026.
- ▶ Ranked No.1 in the **TCSA Information Security Leadership Award** for the fourth consecutive year.
- ▶ Completed the transition to **ISO 27001:2022** certification.





- ▶ Enhancing risk management oversight with the Audit Committee, assuming the responsibilities previously held by the Risk Management Committee.
- ▶ In 2025, 55.6% of the Board comprises of independent directors (5 out of 9), exceeding the statutory requirements.
- ▶ In 2025, an external and professional independent organization was appointed to conduct an overall **external performance evaluation of the Board**, and the evaluation results were reported to the Board on October 31st, 2025.

Diversified background and experience of the Board

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

[Link to external evaluation units for Board of Directors](#)[Link to diversification policy for the composition of our Board members](#)



Functional Committees

Audit Committee

- ▶ **Members:** 5 independent directors.
- ▶ **Responsibilities:** To supervise financial statements, the independence / performance/ effective implementation of internal control, and compliance with relevant regulations as well as supervise of risk management

Remuneration Committee

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

Sustainability & M&A Strategy Committee

- ▶ **Members:** 7 directors
- ▶ **Responsibilities:** To oversee major sustainability development policies and to review and evaluate major M&A cases. It plays a supplemental role to the Audit Committee, who together with the Board remain the authority to approve deals.

Additional Committees

Corporate Sustainability Development Committee

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

Corporate Governance Unit

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

Information Security Committee

- ▶ **Members:** Executives at Vice President level or above serve as the Committee convener.
- ▶ **Responsibilities:** The Committee is dedicated to reviewing the cyber security, product security and data security implementation status regularly. It shall also report the information security inspection results to the Board of Directors regularly each year.



Governance

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



Environmental

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



Social

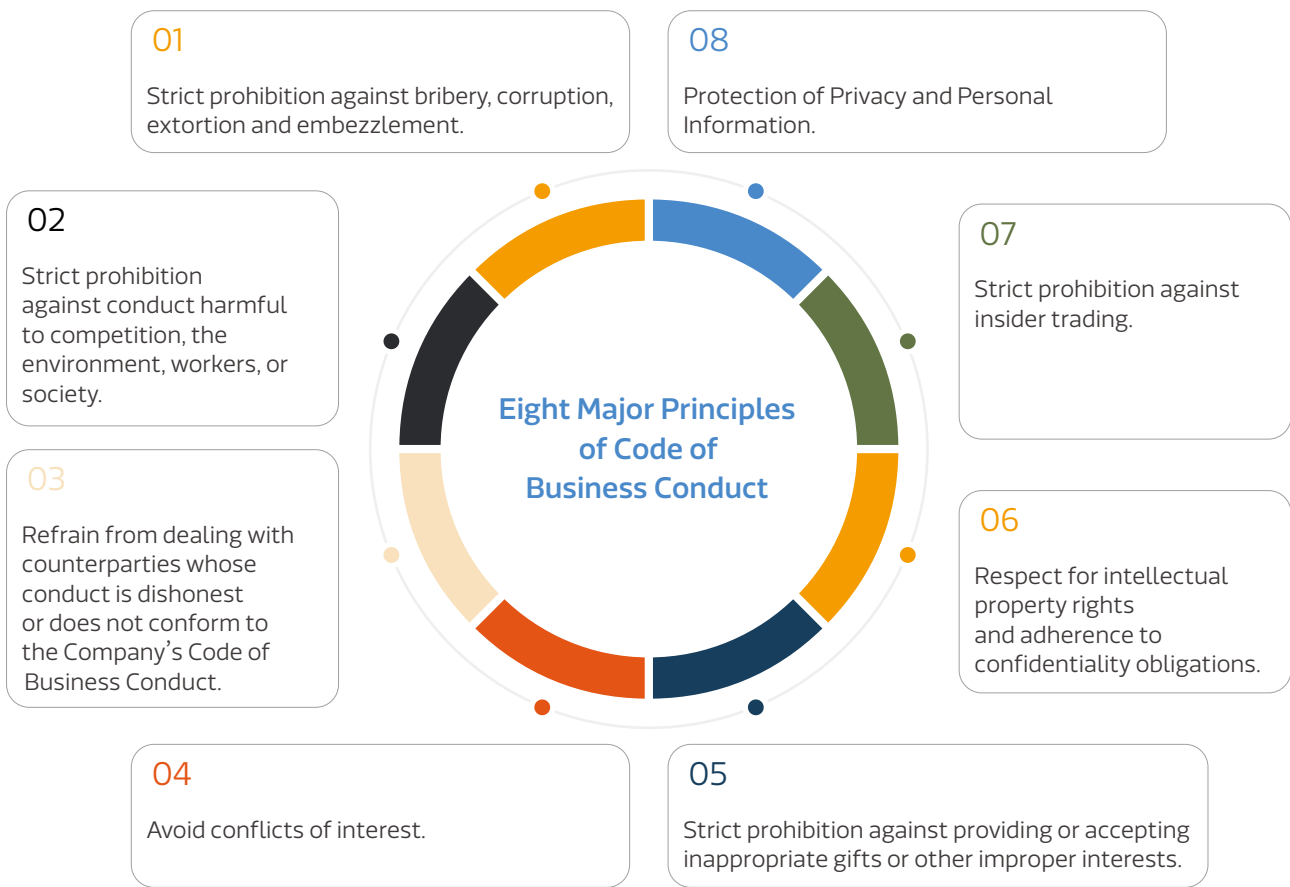
- ▶ Assessed risks to employees' **human rights**.
- ▶ Ensured conformance of **labor policy** to domestic and foreign human-rights conventions and to governments' legal requirement.





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

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



Whistleblowing Procedures

If an employee discovers any violation of the Code of Business Conduct or internal regulations, they may report it to their direct supervisor or to the Internal Audit Division. The whistleblower's personal information and the report content will be kept confidential and investigated by dedicated internal auditors.

 Tel. number: +886-3-603-0011 (Head of Audit Division)

 Email: ethics.reporting@mediatek.com (automatically forwarded to the Head of Audit Division)

 Address: Head of Internal Audit Division, No. 1, Duxing 1st Rd., East Dist., Hsinchu City (Head of Audit Division)





Environment		2023	2024	2025
GHG Emissions- MediaTek	Scope 1 (ton CO ₂ e)	4,001	4,185	1,341
	Scope 2 (ton CO ₂ e)	88,300	94,158	88,923
GHG Emissions-Subsidiaries	Scope 1 (ton CO ₂ e)	-	2,391	3,360
	Scope 2 (ton CO ₂ e)	-	34,503	33,175
Energy Consumption (GJ) - MediaTek		651,743	693,593	683,899
Energy Consumption (GJ)-Subsidiaries		-	234,971	238,209
Waste Recycle Rate (%)		26%	27%	28%
Water Resource Management	Withdrawal (million liters)	507	525	527
	Consumption (million liters)	292	307	240
	Discharge (million liters)	215	218	287
Conflict Free Minerals	Number of Smelters	203	215	209
	Proportion of RMI-verified Smelters (%)	100%	100%	100%
Key Supplier Partnership Initiatives	GHG Reduction (ton CO ₂ e)	16,484	40,372	40,067
Social		2023	2024	2025
Global Employees ¹	Number of People	19,104	19,335	19,785
	Proportion of Employees in R&D (%)	89.5%	89.3%	89.3%
	Proportion of Female Employees (%)	19.7%	18.3%	18.4%
Employee Turnover Rate (%)		4.4%	5.2%	5.8%
Global Retention Rates for New Recruits	Two-Year Retention Rate (%) ²	98%	98%	97%
	Three-Year Retention Rate (%) ³	94%	97%	97%

Note 1: Employee count as of December 31st, 2025.

Note 2: The percentage of employees hired in 2023 who are still employed by MediaTek.

Note 3: The percentage of employees hired in 2022 who are still employed by MediaTek.



Social		2023	2024	2025
Average Remuneration of Employees (NT\$)		3,845 k	4,633 k	4,599 k
Employee Stock Ownership Trust (ESOT) Plan	Proportion of Taiwanese Employees in ESOT (%)	60%	70%	77%
Promoting Workplace Equality	Proportion of Employees Who had Completed the Training of “Prevention of Workplace Misconduct”	99.6% ⁴	99.8% ⁴	100%
Global Average Training per Employee (hour)		37	40	38
Disabling Occupational Accidents	Frequency Rate (FR)	0.71	0.08	0.08
	Occupational Disease Rate (ODR)	0	0	0.04
	Severity Rate (SR)	21	1	0.44
	Absenteeism Rate (AR)	0.00700	0.00600	0.00600
Governance		2023	2024	2025
Board of Directors	Proportion of Independent Directors (%)	44.4%	50.0%	55.6%
	Proportion of Female Directors (%)	11.1%	12.5%	11.1%
Integrity and Legal Compliance-Related Training Program	Completion Rate (%)	100%	100%	100%
	Completed Participants (people)	38,465	45,360	89,980
Operating Revenue (NT\$ hundred million)		4,334	5,306	5,960
Operating Cost (NT\$ hundred million)		2,261	2,672	3,129
Net Income (NT\$ hundred million)		772	1,071	1,061
Earnings per Share (NT\$)		48.51	66.92	66.16
Return On Shareholder Equity (%)		18.89%	27.49%	26.06%

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