

RICHTEK

ESG REPORT



Environment



Social



Governance



Category

Introduction 03

The Sustainability Highlights of 2024

02 Innovation 21

- 2.1 Research and Development Technology 22
- 2.2 Innovation in Practice 27

Sustainability Management 04

Analysis of Material Topics

04 Corporate Governance 39

Stakeholder Engagement

- 4.1 Corporate Governance Structure 40
- 4.2 Integrity and Legal Compliance 42
- 4.3 Internal Audit 44
- 4.4 Risk Management 45
- 4.5 Information Security Management 47

01 Global Presence 17

1.1 Brand Vision

05 Environmental Management 48

1.2 Customer Service

- 5.1 Responsible Supply Chain Management 49

3.1 A Diverse, Equal, and Inclusive Workplace 29

3.2 Talent Attraction and Retention 31

3.3 Talent Cultivation and Development 35

3.4 Diverse Channels to Enhance Employee Engagement and Two-Way Communication 36

3.5 A Healthy, Safe, and Friendly Workplace 38

- 5.2 Climate-related Risk and Opportunity Management 53

5.3 Environmental Management 56

03 Talents 28

06 Community Engagement 61

- 6.1 Social Welfare and Engagement 62

Appendix 64

About this Report 65

GRI Standard Index 66

SASB Standards- Semiconductors Sector 71

The Ten Principles of the UN Global Compact 72

ESG Highlights

Enhancing Corporate Governance Continuously

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Richtek Technology, an internationally recognized analog IC design company, is dedicated to providing customers with a diverse range of competitive products and comprehensive power management solutions. Since its acquisition by MediaTek Inc. in 2015, with a 100% shareholding, the board of directors consists of three members, all appointed by the corporate shareholder MediaTek. The board members uphold a high degree of self-discipline to avoid conflicts of interest, adhering to MediaTek's "Board Meeting Guidelines" for related regulations. Additionally, in 2019, a "Code of Ethical Conduct" was established for all employees, providing clear guidance on ethical standards for various duties and activities. A reporting and grievance mechanism was also set up, ensuring that reports and investigations are handled swiftly, impartially, and confidentially, thereby enhancing the corporate governance framework. Notably, there were no major legal violations in 2024.



Implemented three major energy-saving initiatives and achieved electricity savings of 269,375 kWh, equivalent to a reduction of 127,684 kgCO₂e.

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Richtek envisions green operations, aligning with MediaTek Group's SBTi net-zero targets. By 2030, the company aims to reduce Scope 1 and Scope 2 greenhouse gas emissions by 40% compared to the 2020 baseline, with a long-term goal of achieving net-zero emissions by 2050. Demonstrating its commitment to reducing greenhouse gases, in 2024, Richtek implemented three major energy-saving improvement projects, resulting in a reduction of 269,375 kWh of electricity, equivalent to a carbon reduction of 127,684 kgCO₂e.



* Based on the 2024 electricity emission factor of 0.474 kgCO₂e as announced by the Bureau of Energy, Ministry of Economic Affairs.

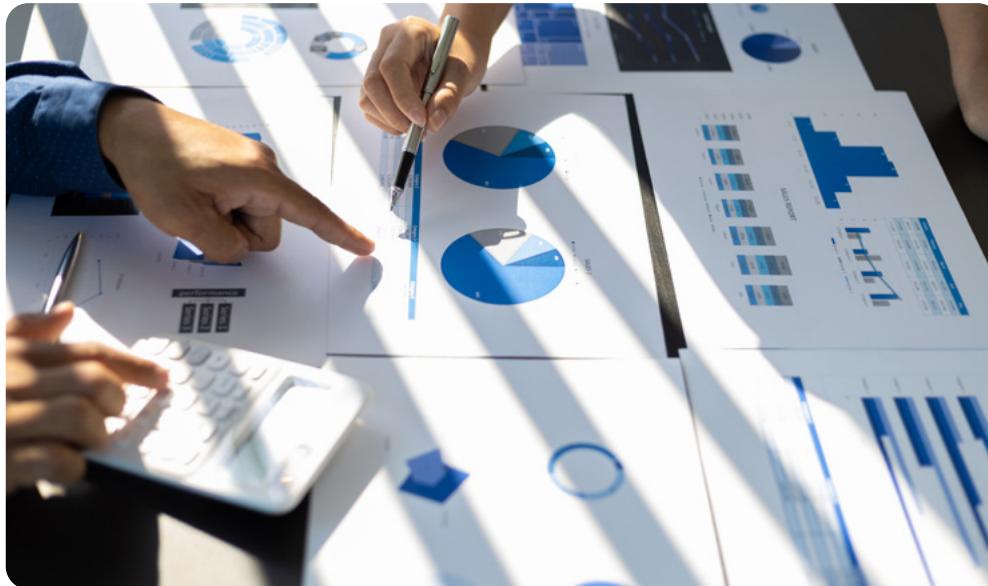
Analysis of Material Topics

In accordance with GRI Standards and AA1000 Accountability Principles, Richtek identifies material topics based on the four major principles, namely Inclusivity, Materiality, Responsiveness and Impact, and assesses the impact of ESG issues on the economy, environment and people/human rights in accordance with GRI 3: Material Topics 2021. The results will serve as the direction of the Company's sustainability development goal and form the basis for the Report's stakeholder responses and information disclosure.

Process of Analysis

1 Identification Of Stakeholders

Richtek adopts the five major principles under the AA1000 Stakeholder Engagement Standard (SES), namely Dependency, Responsibility, Influence, Diverse Perspectives and Tension, to measure the connection and level of impact between each stakeholder and Richtek. Seven major stakeholders have been identified as communication targets, including employees, customers, industry/government/academia/research institute, shareholders and investors, suppliers, as well as the general public, civil society organization & NGO.



01

2 Analyze the Sources of ESG Issues

Benchmarking analysis: Analyze and compile information on sustainability trends within the industry, major international sustainability rating agencies (such as DJSI, Sustainalytics, and CSR Hub), and international standards (GRI, SASB).



02

3 Issue Identification

Richtek has identified 23 ESG issues based on the results of benchmarking analysis, combined with the ESG issues of concern to stakeholders.



Economic

- 01 Economic Performance
- 02 Anti-corruption
- 03 Corporate Governance and Legal Compliance
- 04 Information Security Management
- 05 Ethics and Integrity
- 06 Indirect Economic Impacts
- 07 Brand Identity and Market Perception
- 08 Customer Relationship Management
- 09 Sustainable Supply Chain Management
- 10 Innovation and Product Responsibility



Environmental

- 11 Environmental and Climate Changes
- 12 Water Resource Management
- 13 Raw Materials Usage Management
- 14 Waste and Hazardous Substance Management
- 15 Biodiversity



Social

- 16 Talent Development
- 17 Labor and Human Rights
- 18 Labor/Management Relationship
- 19 Social Participation and Value Co-creation
- 20 Compensation and Benefits
- 21 Diversity and Inclusion
- 22 Talent Attraction and Retention
- 23 Occupational Health and Safety

03

4 Criteria for Material Topics Selection

Richtek conducted materiality assessment in 2024, identifying key topics through three dimensions: assessment of impact on sustainability, assessment of impact on organizational operations, and stakeholder concerns. These served as the criteria for selecting material topics.

Assessment of impact on Sustainability: ESG Task Force Team's working groups first assess how Richtek's operations are related to the 23 ESG issues, and how Richtek's operations could positively or negatively impact the external economy, environment, and people/human rights. This includes evaluating the impact (scale, scope, irremediable character) and likelihood (actual or potential) of these impacts, with final confirmation by senior management.

A

Assessment of impact on organizational operations:

Nine internal senior managers evaluate the level of impact each sustainability issue would affect the Company's operations and rank their importance accordingly.



B

Stakeholder concerns:

We survey key stakeholders to understand their concern for each sustainability issue. In 2024, we received 130 valid responses.



C

The analysis of material topics was conducted for the first time this year:

We respond to stakeholders proactively by establishing diverse engagement channel under the routine operation framework. For details, please refer to Stakeholder Engagement.



5 Results of Sustainability Impact Assessment

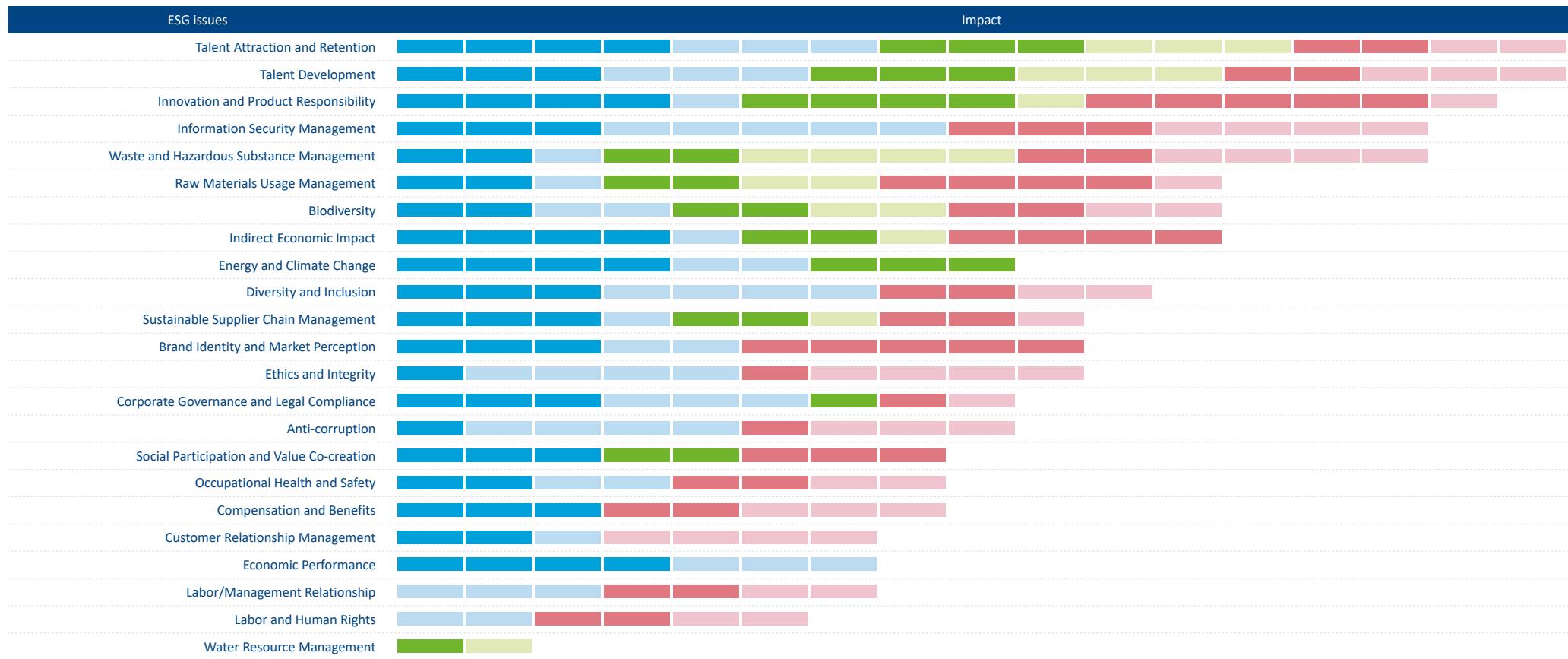
After completing the survey, the ESG Task Force Team further assesses how the Company's operations, through these ESG issues, impact the economy, environment, and human rights. This includes evaluating the level of positive/negative impact and the actual/potential likelihood of occurrence. We would then rank these issues based on their impact levels.

Impact/Likelihood	Economic				Environmental				People/Human rights			
	Impact		Likelihood		Impact		Likelihood		Impact		Likelihood	
	Positive	Negative	Positive	Negative	Positive	Negative	Positive	Negative	Positive	Negative	Positive	Negative
Innovation and Product Responsibility	■■■■■	■	■■■■■	■	■■■■■	■	■■■■■	■	■■■■■	■	■■■■■	■
Indirect Economic Impact	■■■■■	■	■■■■■	■■■■■	■■	■	■■■■■	■■	■■■■■	■■■■■	■■■■■	■■■■■
Talent Attraction and Retention	■■■■■	■■■■■	■■■■■	■	■■■■■	■■■■■	■■■■■	■■■■■	■■■■■	■■■■■	■■■■■	■
Talent Development	■■■■	■■■■■	■■■■■	■	■■■■■	■■■■■	■■■■■	■	■■■■■	■■■■■	■■■■■	■
Social Participation and Value Co-creation	■■■■		■■■■■		■■		■■■■■		■■■■■		■■■■■	
Information Security Management	■■■■■	■■■■■	■■■■■	■■■■■					■■■■■	■■■■■	■■■■■	■■■■■
Raw Materials Usage Management	■■■■	■	■■■■■	■	■■	■■	■■■■■		■■■■■	■	■■■■■	■
Waste and Hazardous Substance Management	■■■■	■	■■■■■	■	■■	■■■■■	■■■■■	■■■■■	■■■■■	■■■■■	■■■■■	■
Energy and Climate Change	■■■■	■■■■■	■■■■■	■■■■■	■■■■■	■■■■■	■■■■■	■■■■■	■■■■■			
Diversity and Inclusion	■■■■■	■■■■■	■■■■■	■					■■■■■	■■■■■	■■■■■	■
Corporate Governance and Legal Compliance	■■■■■	■■■■■	■■■■■	■■■■■	■		■■■■■		■■■■■	■	■■■■■	■
Sustainable Supply Chain Management	■■■■■	■	■■■■■	■■■■■	■■■■■	■	■■■■■		■■■■■	■	■■■■■	■
Brand Identity and Market Perception	■■■■■	■■■■■	■■■■■	■					■■■■■		■■■■■	
Customer Relationship Management	■■■■■	■	■■■■■	■					■■■■■	■■■■■		■
Occupational Health and Safety	■■■■■	■■■■■	■■■■■	■					■■■■■	■■■■■	■■■■■	■
Economic Performance	■■■■■	■■■■■	■■■■■	■								
Compensation and Benefits	■■■■■		■■■■■						■■■■■	■■■■■	■■■■■	■
Labor/Management Relationship		■■■■■		■					■■■■■	■■■■■	■■■■■	■
Labor and Human Rights		■■■■■		■					■■■■■	■■■■■	■■■■■	■
Ethics and Integrity	■	■■■■■	■■■■■	■					■■■■■	■■■■■	■■■■■	■
Water Resource Management					■	■	■■■■■	■■■■■	■■■■■			
Anti-corruption	■	■■■■■	■■■■■	■					■■■■■	■■■■■	■■■■■	■
Biodiversity	■■■■■	■■■■■		■■■■■	■■■■■	■■■■■	■■■■■	■■■■■	■■■■■	■■■■■		■

Impact: ■■■■■ Significant | ■■■■ Major | ■■■ High | ■■■ Moderate | ■■ Minor | Likelihood: ■■■■■ Almost Certain | ■■■■ Likely | ■■■ Possible | ■■■ Unlikely | ■■ Rare

Quantification and Ranking of Impact

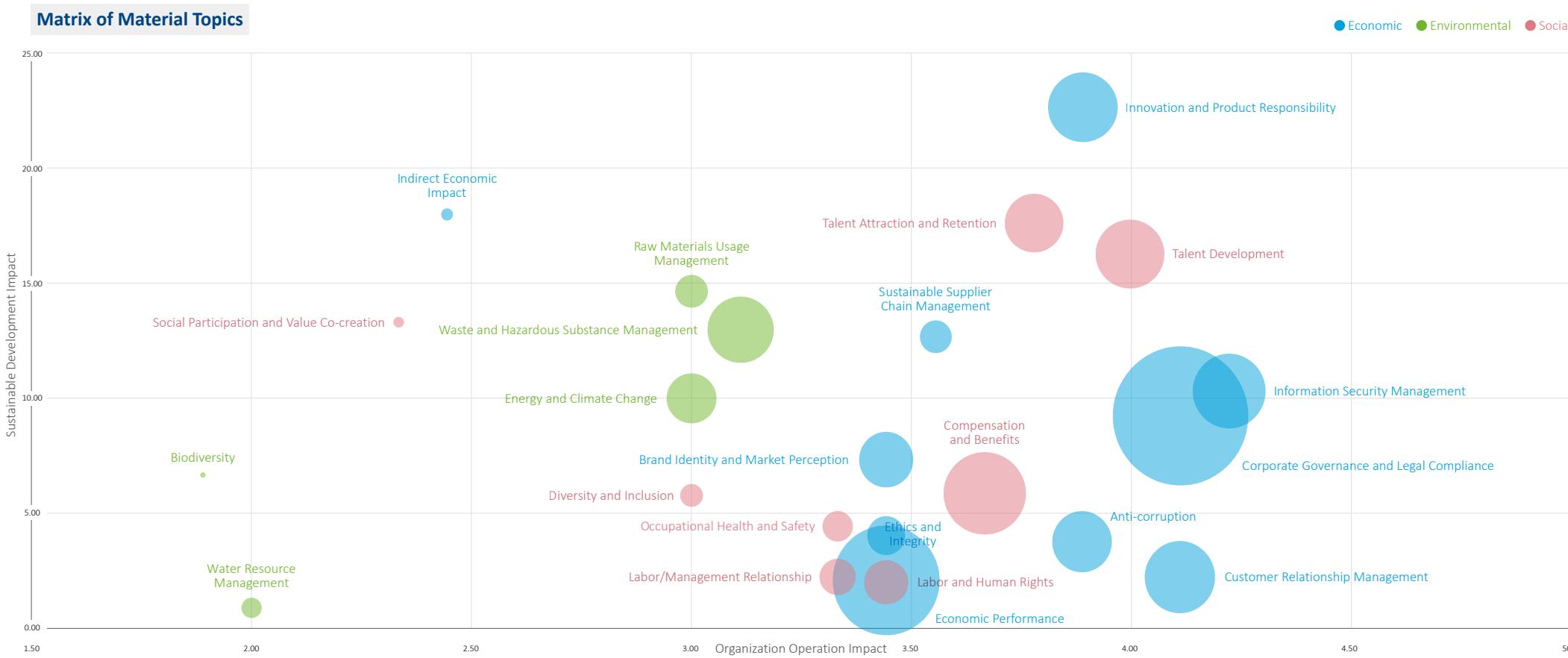
In order to determine the impact of each sustainability issue effectively, the ESG Task Force Team has quantified the extent of both positive and negative impacts and computed the sum of their absolute values. After taking the operational team's suggestions into consideration, the final ranking of ESG issues' impacts shown below:



■ Economic ■ Environmental ■ People/Human rights ■ Positive ■ Negative

6 Confirming of Material Topics

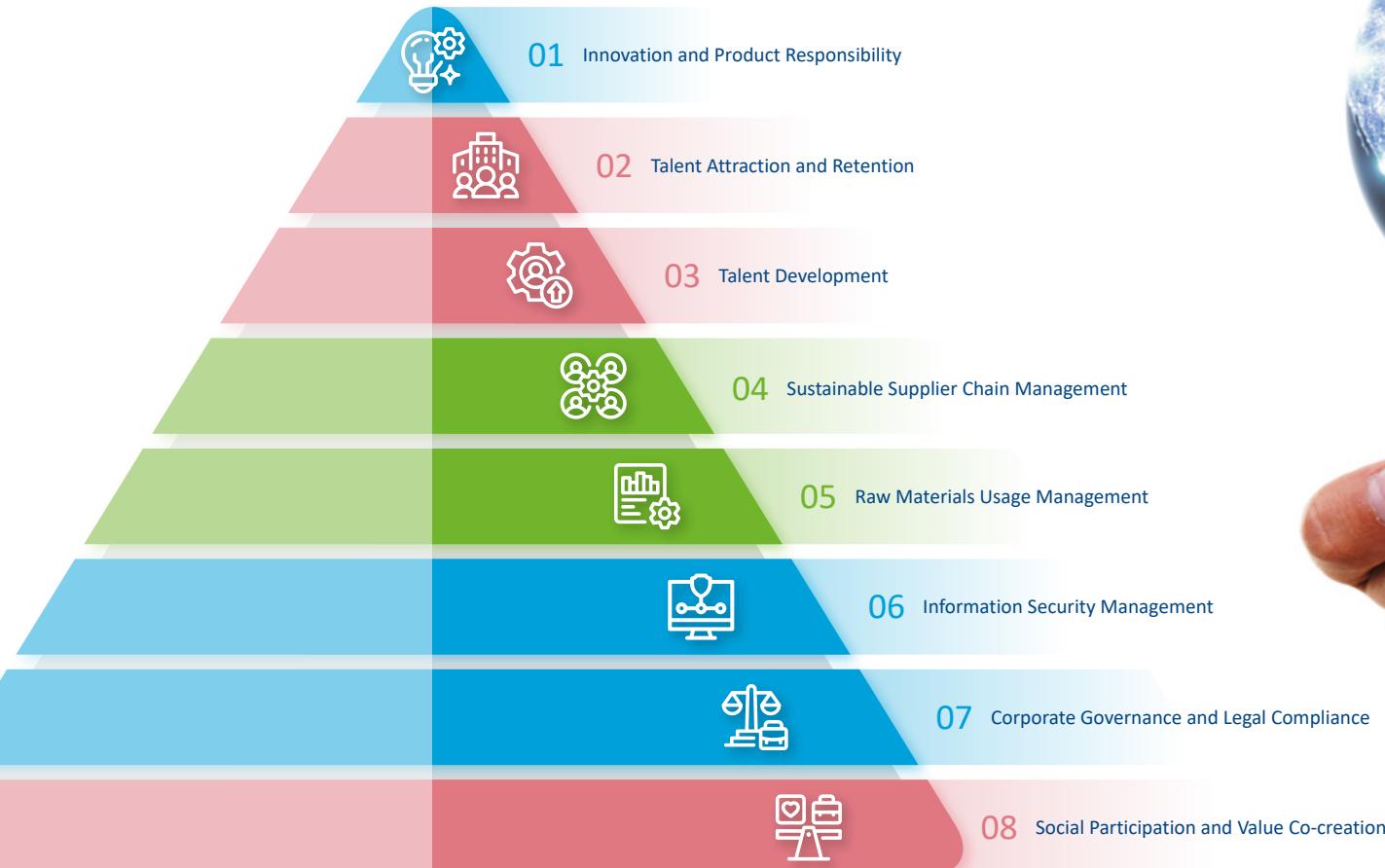
The ESG Task Force Team established the matrix of material topics using A) "Sustainability Impact Assessment" and B) "Organizational Operation Impact" as foundations, then fine-tuned the materiality ranking by considering C) "Stakeholder Concern Level". Based on communication and survey results, the ESG Task Force Team's working groups analyze root causes and develop corresponding measures. In line with GRI 3-3 reporting requirements for managing material topics, details such as the corresponding measures, short-to-long-term goals, annual achievements, and management approaches for each material topic would be outlined in the report. In 2024, there are 8 material topics in total. The matrix and list of material topics are as follows:



List of Material Topics

Richtek performed its first material topic analysis in 2024, and the ranking of the material topics is as follows:

2024 Material Topics / Materiality Ranking



Description of the Impacts of Material Topic

Richtek assesses how its operational activities impact the economy, environment, and people/human rights through the material topics. The Company recognizes that while such activities may have positive impact on sustainable development, they may also lead to negative impacts inadvertently. As the Company's activities, business relationships, and the broader environment continue to evolve, these impacts could vary as time progresses. Therefore, we will continue to evaluate all material topics and identify their evolving impacts regularly.

Material Topics	Topic Description	Impact Description (Economy, Environment, Human Rights)	
		Positive	Negative
 Innovation and Product Responsibility	<p>Richtek's investments in research and development (R&D), new market applications and inventions, with our dedication to designing high-performance and energy efficient products and services.</p>	<p>Actual Impact</p> <ul style="list-style-type: none"> Richtek is influential in the global semiconductor industry. Through green design and technological innovation, we are capable of reducing environmental impact. Our strategy promotes technology accessibility and digital equality, thus safeguarding communication rights for residents in remote areas. 	<p>Potential Impact</p> <ul style="list-style-type: none"> A lack of proactive innovation and green design could hinder our clients' low-carbon transitions and limit technology accessibility, thus failing to effectively bridge the gap of wealth and digitality between urban and rural areas.
 Talent Attraction and Retention	<p>Richtek's personnel structure, talent recruitment, new hire/turnover rates, and how we foster employee identification with the Company.</p>	<p>Actual Impact</p> <ul style="list-style-type: none"> Richtek continuously recruits top talent to sustain and enhance our innovation capabilities and corporate competitiveness. This also significantly contributes to the semiconductor industry supply chain and local/national economic development, while enabling us to create more efficient and environmentally friendly products. 	<p>Potential Impact</p> <ul style="list-style-type: none"> If Richtek struggles to attract talent, it could lead to an industry-wide talent drain, thus impacting the supply chain and regional/national economic development. This would hinder Richtek's ability to develop more innovative, low-carbon products or technologies, thereby potentially exacerbating climate change.
 Talent Development	<p>Richtek's commitment to developing talent in the semiconductor industry (including female tech talent) through employee training programs and performance evaluations.</p>	<p>Actual Impact</p> <ul style="list-style-type: none"> Richtek continuously strives to enrich employees' professional knowledge, innovative thinking and personal performance. This not only strengthens their career paths and the Company's stable growth, but also accelerates the R&D of high performance, environmentally friendly products, thereby boosting overall competitiveness of the industry. 	<p>Potential Impact</p> <ul style="list-style-type: none"> Without continuous talent and career development initiatives, Richtek could see a weakening of employee professional skills and innovative thinking, thus impact the progress of eco-friendly product R&D and undermine overall competitiveness of the industry. This could also lead to a mismatch between skills and roles, while affecting employees' motivation at work and corporate stability.
 Sustainable Supplier Chain Management	<p>Richtek's processes for supplier evaluation, audit, and management, along with its supplier development and enhancement programs.</p>	<p>Actual Impact</p> <ul style="list-style-type: none"> Richtek encourages suppliers to conduct human rights due diligence, pollution control, and waste reduction to safeguard the ecosystem and the quality of life in local communities. Simultaneously, we strengthen critical material risk management, to ensure the use of conflict-free minerals and safeguard labor rights and adequate working conditions. 	<p>Potential Impact</p> <ul style="list-style-type: none"> If Richtek excessively manages or overlooks suppliers' sustainability performance, it could harm the Company's reputation and erode stakeholders' trust. Concerns such as forced labor or child labor, arising from human rights issues, or improper waste and hazardous substance management by downstream suppliers, could pose significant risks to the environment and public quality of life. Furthermore, excessive reliance on specific raw materials or suppliers could weaken supply chain resilience, and the procurement of conflict minerals could trigger human rights-related risks.

Material Topics	Topic Description	Impact Description (Economy, Environment, Human Rights)	
		Positive	Negative
 Raw Materials Usage Management	Richtek established the green product policy to reduce the impact on the environment.	<p>Actual Impact</p> <ul style="list-style-type: none"> Requiring suppliers to manufacture products with raw materials complying with the most up-to-date regulations and from conflict-free resources. 	<p>Potential Impact</p> <ul style="list-style-type: none"> Excessive reliance on specific materials or suppliers can weaken supply chain resilience. Lack of risk management for key materials may expose procurement to human rights issues tied to conflict minerals.
 Information Security Management	Strengthening Richtek's information security management (information security and data security), including governance measures, infrastructure, violation handling processes, and business continuity management.	<p>Actual Impact</p> <ul style="list-style-type: none"> Implementing robust information security not only protects the rights of clients and suppliers, prevents disruptions and losses from data leaks, but also allows Richtek to become an industry benchmark. With information security standards established, thus safeguarding employee occupational safety and user personal data, and ultimately enhancing the overall societal awareness of information security. 	<p>Potential Impact</p> <ul style="list-style-type: none"> Insufficient information security awareness could lead to ineffective defense against cyberattacks, resulting in financial losses for clients and suppliers. It could also cause leakage of personal data for employees and product users, thus increasing risks such as identity theft and loss of trust from Richtek's stakeholders.
 Corporate Governance and Legal Compliance	How to maintain stable long-term operations, transparent corporate governance, and fully comply with economic, environmental, social, and product responsibility-related laws and regulations in terms of operations and product services.	<p>Actual Impact</p> <ul style="list-style-type: none"> Richtek enhances operational stability through strong internal oversight to safeguard employee rights, and client confidence. Additionally, Richtek continues to comply with economic, environmental and social laws and regulations, and to ensure that Richtek's operations, products and services remain compliant with applicable regulatory requirements. 	<p>Potential Impact</p> <ul style="list-style-type: none"> Failure to meet regulatory standards or comply with economic, environmental, and social regulations could harm employee rights and the environment, undermine client's trust in Richtek, therefore damage the Company's reputation.
 Social Participation and Value Co-creation	Richtek participates in public welfare initiatives.	<p>Actual Impact</p> <ul style="list-style-type: none"> Richtek organizes volunteer activities to care for the surrounding environment and environmental protection, and events to support disadvantaged groups to amplify Company's positive impact on society. 	<p>Potential Impact</p> <ul style="list-style-type: none"> There is no negative impact identified for this topic.

Scope of and Impact on Value Chain

Richtek is an IC design company that operates without a production line. Positioned at the forefront of the value chain, it focuses on R&D, product design, and sales, as well as customizations commissioned by clients. Before a product is completed, suppliers independently handle the procurement of raw materials, manufacturing, packaging, and testing. The following refers to the review on the scope of impacts posed by each material topic to the value chain. The scope of impact is shown as follows:

Material Topics	Specific topics under GRI standards	Response to SDGs	Report Contents	Scope of impacts on value chain			
				R&D and Design	Contracted by customers	Manufacturing by suppliers	End Use
Innovation and Product Responsibility	Self-defined topics	SDG 8 SDG 9	2 Innovation	●	●	●	●
Talent Attraction and Retention	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave	SDG 8 SDG 10	3.1 A Diverse, Equal, and Inclusive Workplace 3.2 Talent Attraction and Retention 3.5 A Healthy, Safe, and Friendly Workplace	●			
Talent Development	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs	SDG 4 SDG 5	3.2 Talent Attraction and Retention 3.3 Talent Cultivation and Development	●			
Sustainable Supplier Chain Management	306-3 Waste generated 308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria	SDG 8 SDG 12 SDG 13	5.1 Responsible Supply Chain Management		●		
Raw Materials Usage Management	Self-defined topics	SDG 6	5.1 Responsible Supply Chain Management		●		
Information Security Management	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	4.5 Information Security Management	●	●	●	●
Corporate Governance and Legal Compliance	Self-defined topics	SDG 8	4 Corporate Governance	●		●	
Social Participation and Value Creation	Self-defined topics	SDG 2 SDG 14	6 Community Engagement	●			●

Category of Impact: Direct Impact ● Indirect Impact ●

Stakeholder Engagement

Stakeholders	Importance to Richteck	Main Engagement Issues	Engagement Method	Engagement Frequency	Response and Action
 Customers	<ul style="list-style-type: none"> We are committed to a customer-centric approach when developing various products and services and use the best effort to help customers achieve success. Customers are the cornerstone of our sustainable business and operations. 	<ul style="list-style-type: none"> Brand identity and market perception Maintenance of customer relationship Customer products and innovation 	<ul style="list-style-type: none"> By integrating global resources with localized customer teams, Richteck organizes both online and offline product launches. Pay visits and communicate via phone and email through the global customers' support system Customer complaint processing channel 	<ul style="list-style-type: none"> Per the need for the project schedule Routine engagement Instant resolution 	<ul style="list-style-type: none"> Strengthening market image and brand value through diverse communication channels, while conveying the contributions of partners within the digital ecosystem to consumers. Through multi-faceted and systematic communication, we adopt customer- and partner-centric thinking to effectively address the needs of all stakeholders. Develop products that meet the needs of various scenarios and local requirement.
 Industry/ Government/ Academia/ Research Institute	<ul style="list-style-type: none"> Governments, industry associations, academic research institutes and think tanks are important stakeholders of Richteck. Respond to the regulatory requirements proposed by various local governments and work together to create a better business environment. 	<ul style="list-style-type: none"> Industry policy and environment: tax, talents, and market competition Assessment of impact on the industry's practical operation Consultation about corporate governance and legal compliance Senior talent training 	<ul style="list-style-type: none"> Collection of international laws and regulations, and compliance Project meetings 	<ul style="list-style-type: none"> In response to the timetable for establishment of laws and regulations Per the need for the project schedule 	<ul style="list-style-type: none"> Proactively respond to the inquiries about laws and regulations enacted by governments and business environment and jointly improve the overall business environment. Actively engage in various domestic and international technical associations, maintaining ongoing exchanges with industry peers and research groups to stay abreast of the latest industry trends and enhance competitive strength.
 Employees	<ul style="list-style-type: none"> As a fabless IC design company, Richteck's employees are its most important assets. The innovation and efforts of global talents in IC design have made Richteck a leader in global technology. 	<ul style="list-style-type: none"> Talent attraction and retention, including salary, employee care and benefits Talent training and promotion Build a diverse and inclusive workplace 	<ul style="list-style-type: none"> Labor-management meetings Employee communication meeting of each Center Employee complaint / Sexual harassment mailbox Employee opinion mailbox 	<ul style="list-style-type: none"> Convened quarterly Convened quarterly Instant resolution Instant resolution 	<ul style="list-style-type: none"> Establish the overall salary strategy with industry competitiveness and provide diversified benefit plans. Provide equal employment and development opportunities, and a safe and friendly working environment. Comprehensive training and development programs to enhance the competitiveness of employees and managers.
 Shareholders and investors	<ul style="list-style-type: none"> Shareholders are the facilitators of Richteck. Capital investment and participation in corporate governance enhances Richteck progress towards sustainable development. 	<ul style="list-style-type: none"> Economic performance Corporate governance and legal compliance 	<ul style="list-style-type: none"> Board of Directors Meeting 	<ul style="list-style-type: none"> Convened yearly 	<ul style="list-style-type: none"> Richteck is a wholly owned subsidiary of MediaTek, and as such, its financial performance, including operating revenue, operating costs, and net profit after tax, is incorporated into MediaTek's consolidated financial statements. For more detailed information on our company's financial performance, please refer to MediaTek's 2024 consolidated financial report.

Stakeholders	Importance to Richtek	Main Engagement Issues	Engagement Method	Engagement Frequency	Response and Action
 Suppliers	<ul style="list-style-type: none">Suppliers are the best partners who provide excellent products and services for Richtek. Company fosters trusting partnerships and offer mutual support in challenging times to achieve sustainable growth alongside our suppliers.	<ul style="list-style-type: none">Sustainable supplier chain management	<ul style="list-style-type: none">Supplier evaluation	<ul style="list-style-type: none">Convened yearly	<ul style="list-style-type: none">The supplier BCP and ESG audit was passed with a 100% success rate.Richtek requests all suppliers to adhere to the established sustainability risk assessment criteria. Furthermore, existing key suppliers are subject to ongoing annual evaluations against these standards to ensure continued compliance and suitability.
 General Public, Consumers	<ul style="list-style-type: none">The public plays a crucial role in Richtek's mission to create a better life. Company identifies the needs of those requiring assistance in society and collaborates with local communities to fulfill civic responsibilities.	<ul style="list-style-type: none">Corporate vision and business operationBrand identity and market perceptionLocal engagement	<ul style="list-style-type: none">Corporate website, Newsletter and social media	<ul style="list-style-type: none">Constant	<ul style="list-style-type: none">Leverage a variety of communication channels to promote product innovations, community involvement, and sustainability initiatives.A diverse range of volunteer groups, along with employees' families, collaborate to address and improve local environmental and social issues.
 NGO	<ul style="list-style-type: none">Richtek partners with NGOs to create a better life and fulfill their civic responsibilities by understanding those in need within society.	<ul style="list-style-type: none">Community engagement	<ul style="list-style-type: none">Charity donationsVolunteer activities	<ul style="list-style-type: none">Convened yearlyPer the need for the project schedule	<ul style="list-style-type: none">Richtek partners with local NGOs to organize charity events and donations.

ESG Strategy and Management of Material Topics

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

ESG Strategy	Company Commitment	Corresponding Material Topics	Stakeholders	Material Topics-Related Impact Responsive Measures
 Innovation	<ul style="list-style-type: none"> Richtek is committed to a business philosophy centered on integrity, professionalism, quality, and innovation, actively honoring our commitments to customers, employees, and shareholders. We strive to develop next-generation power management ICs that offer both cost-effectiveness and efficiency. Additionally, we provide comprehensive customized system design support, positioning ourselves as the ideal "power partner" for our customers. 	<ul style="list-style-type: none"> Innovation and Product Responsibility 	<ul style="list-style-type: none"> Customers 	<ul style="list-style-type: none"> Provide our customers with total power management solutions and cost-effective ICs so to increase their competitiveness.
 Talent Acquisition, Development, Retention, and Cultivation	<ul style="list-style-type: none"> Talents are the most valuable asset and partners of Richtek. Through diversified and innovative recruitment channels, provision of salary that is competitive and fair internally, and a variety of benefits, the Company seeks to recruit outstanding talents into its professional team and cultivates a sense of belonging in employees so that talent can serve as the drive of sustainable development. The company's sustainable operation and growth rely on employees' professionalism and management skills. Through training and development of mechanisms at various levels, we continuously enhance the competitiveness of our employees and management, positioning the company as a global leader in semiconductor technology and operations. 	<ul style="list-style-type: none"> Talent Attraction and Retention Talent Cultivation and Development 	<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> The company's technical expertise leads the industry, providing a challenging and innovative environment to attract talent. Offer compensation packages that are better than the level of the same industry. Apply innovative and diversified recruitment channels and measures to seek adequate talents Provide diverse training and development opportunities to meet the needs of employees and the organization, establish a fair, reasonable, and sustainable remuneration mechanism; encourage talents to leverage their expertise to create an inclusive and friendly workplace; prioritize employees' physical and mental health, and offer flexible benefit programs focused on their needs.
 Corporate Governance and Legal Compliance, and Information Security Management	<ul style="list-style-type: none"> Maintain high standards of environmental, safety, and hygiene practices in company operations to minimize risks and incidents, and to enhance the company's reputation. Information Security Management 	<ul style="list-style-type: none"> Corporate Governance And Legal Compliance Information Security Management 	<ul style="list-style-type: none"> Employees Industry/ Government/ Academia/ Research Institute Customers 	<ul style="list-style-type: none"> Conduct the identification and verification of environmental, safety, and health regulations on a quarterly basis Implement robust information security protocols to safeguard customer interests and prevent any potential disruptions in supplier partnerships, thereby mitigating the risk of reputational or financial losses resulting from data breaches.
 Product Responsibility and Sustainable Supplier Chain Management	<ul style="list-style-type: none"> Establish policies in the product planning blueprint that comply with international hazardous substances regulations, and implement green product management from design to production to pursue sustainable development of both products and the environment. Richtek is a fabless company, and suppliers are the best partners in providing products and services. We establish evaluation mechanisms and collaborate with suppliers to achieve sustainable development together. 	<ul style="list-style-type: none"> Innovation and Product Responsibility Sustainable Supplier Chain Management Raw Materials Usage Management 	<ul style="list-style-type: none"> Customers Suppliers 	<ul style="list-style-type: none"> Supplier certification:ISO 9001, ISO 14001, ISO 45001, IATF 16949 Manage the suppliers by updating Richtek's specifications in accordance with the latest regulations.
 Social Contribution and Value Creation	<ul style="list-style-type: none"> Richtek, as an integral part of the community, actively engages employees in charitable initiatives and fosters positive relationships with public welfare groups in Hsinchu County. The Company aims to promote sustainable social development, improve social welfare, and fulfill our social responsibilities. 	<ul style="list-style-type: none"> Social Participation and Value Co-creation 	<ul style="list-style-type: none"> General Public NGO 	<ul style="list-style-type: none"> The value co-creation through social engagement holds significant positive meaning, yet it may also face various challenges such as resource constraints, trust issues, or changes in the economic environment. To achieve value co-creation, thorough preparation and effective communication are essential to address potential impacts.

Strategic Issue Development Goals

Strategic Issue	Short-Term Targets (1-3years)	Mid-to-Long-Term Targets (3-10years)	Progress and Results in 2024
 Innovation	<ul style="list-style-type: none"> Continuously implement the design principle of high conversion efficiency and low power consumption to enhance product energy efficiency. 	<ul style="list-style-type: none"> Attain a leading position in key technological areas to win the market, and differentiate in technology, functionality, and services to create value, thereby achieving sustainable and robust growth. 	<ul style="list-style-type: none"> Invested NT\$5.316 billion in innovation and R&D. Number of patents acquired: 184 patents in 2024
 Talent Acquisition, Development, Retention, and Cultivation	<ul style="list-style-type: none"> Establish diverse and innovative recruitment avenues for attracting appropriate talents to achieve Company's goal; Continuously provide the care for employees' health and a healthy workplace. 	<ul style="list-style-type: none"> Develop a competitive salary benefits to continuously attract and recruit top talent; Strengthen talent growth by implementing internal cultivation programs; Establish welfare programs based on employees' needs to retain the talents to align with organizational development needs. 	<ul style="list-style-type: none"> The proportion of women in the R&D/technical department is approximately 16.4% of the entire company's R&D/technical workforce, aligning with the median range of 10-19% for female technical talent in the semiconductor industry. This demonstrates the company's commitment to embracing diverse talent and fostering a female-friendly workplace. In 2024, Richek's global turnover rate is approximately 7.96%, while Taiwan's turnover rate stands at 7.59%. Both figures are significantly lower than the average turnover rate of 12.9% in the global technology and media industries and 13.7% in Taiwan's high-tech service sector.
 Corporate Governance and Legal Compliance	<ul style="list-style-type: none"> Ensure compliance with regulations to prevent major violations in environmental, safety, and health. 	<ul style="list-style-type: none"> Achieve 2050 Net Zero Emissions Target 	<ul style="list-style-type: none"> No major violations in environment, safety, and health in 2024.
 Information Security Management	<ul style="list-style-type: none"> Obtain ISO 27001 certification. 	<ul style="list-style-type: none"> Continuously implement cybersecurity measures. 	<ul style="list-style-type: none"> Collaborated with external expert teams to conduct penetration testing and red team exercises, enhancing the effectiveness of cybersecurity protection and monitoring. The third-party cybersecurity risk assessment yielded a score of 97, surpassing the average for IC design companies.
 Responsible Products and Sustainable Supplier Chain Management	<ul style="list-style-type: none"> Compliant with major international hazardous substance regulations and specific substance investigation requirements from customers Suppliers obtain external certifications (ISO 9001, ISO 14001, ISO 45001, IATF16949) Achievement rate: 100% 	<ul style="list-style-type: none"> Compliant with major international hazardous substance regulations and specific substance investigation requirements from customers Suppliers obtain external certifications (ISO 9001, ISO 14001, ISO 45001, IATF16949) Achievement rate: 100% 	<ul style="list-style-type: none"> Suppliers obtain external certifications (ISO 9001, ISO 14001, ISO 45001, IATF16949) Achievement rate in 2024: 87%
 Social Contribution and Value Creation	<ul style="list-style-type: none"> Develop and execute SOPs and awareness programs by dedicated personnel to identify and validate the social issues and objectives for engagement Establish strategic partnerships with local charitable organizations, community groups, and government agencies Allocate resources through strategic budget planning 	<ul style="list-style-type: none"> Expand the scope of social engagement initiatives to address a broader range of societal issues and reach a wider audience. Establish long-term and stable partnerships with charitable organizations Elevate employee involvement and proactivity in social engagement programs. 	<ul style="list-style-type: none"> Contributed NT\$1.8 million in charitable donations to local organizations, sponsoring their educational resources and infrastructure improvements.

**Chapter 01**

Global Presence

Stands as a leader in the field of power management, excelling in technology, quality, cost efficiency, service, and market share.

- 1.1 Brand Vision
- 1.2 Customer Service

ESG Highlights

- + Honored with EE Awards Asia- Best Power Management Product of the Year
- + Ships over 4.2 billion chips globally each year
- + Actively participates in various domestic and international engagement activities, promoting technological innovation and market application



1.1 Brand Vision

In an era of rapid global technological advancement, Richtek drives industry innovation with its industry-leading high-performance, low-power-consumption power management solutions. Our products are widely applied in AI servers, data centers, consumer electronics, communications, industrial, and automotive sectors, assisting global customers in creating a smarter and more reliable future.

Richtek's research and development teams are located across Asia, Europe, and the Americas, deeply understanding regional market needs to provide customized support and comprehensive services. We not only strive for technological breakthroughs but also commit to partnering with stakeholders to drive sustainable development and fulfill corporate social responsibility.

Opting for Richtek signifies a commitment to global standards of quality, professionalism, and sustainable development. Wherever you are, Richtek fuels your innovation and partners with you to create a better technological future.



1.1.1 Branding

To strengthen stakeholder engagement and expand influence, Richtek actively participates in domestic and international engagement activities, including industry forums, professional exhibitions, seminars, and industry associations. We collaborate with third-party entities to deepen industry connections and foster cross-sector cooperation, driving technological innovation and market applications. At international exhibitions, we showcase our latest products and technologies, enhancing brand image and influence, and promoting partnerships with global industry players. This approach continuously expands our technological advantages, strengthens global market competitiveness, and provides innovative solutions for industry development.

2024 Embedded World Exhibition

April 9th to 11th

Richtek participated in the 2024 Embedded World Exhibition held in Nuremberg, Germany. The company showcased a range of innovative solutions for the automotive and industrial markets, including reference designs for automotive infotainment systems, automotive backlight LED driver solutions, IoT power solutions, and high-efficiency power modules for industrial use. Through comprehensive power solutions, Richtek enables deep integration in key applications such as smart transportation, smart factories, and low-carbon IoT.

WPG Automotive Technology Summit

October 17th

In October, Richtek showcased at the Wuhan event "Seminar: Driving to the Future: Reserving the Next 15.5 for a Global Journey," which opened with great fanfare and was attended by numerous distinguished guests. During the "Driving to the Future Day," Richtek exhibited a variety of automotive power management chips, covering new smart cockpit solutions, ADAS power solutions, automotive functional safety development, and future trends. The attendees showed significant interest in Richtek's products, and Richtek's application engineers enthusiastically and professionally explained the features and functionalities to the audience. The venue was bustling with visitors, creating a lively and vibrant atmosphere.

Electronica 2024

November 12th-15th

Richtek participated in the global international electronics components and systems exhibition, Electronica 2024, showcasing the latest generation of automotive audio amplifier series products co-developed with MediaTek: RT9121S and RTQ9128DL/DH. These products offer high efficiency, low distortion, and pure sound quality for automotive audio applications, enhancing the in-car entertainment experience.

EE Awards Asia – Best Power Management IC of the Year

December 12th

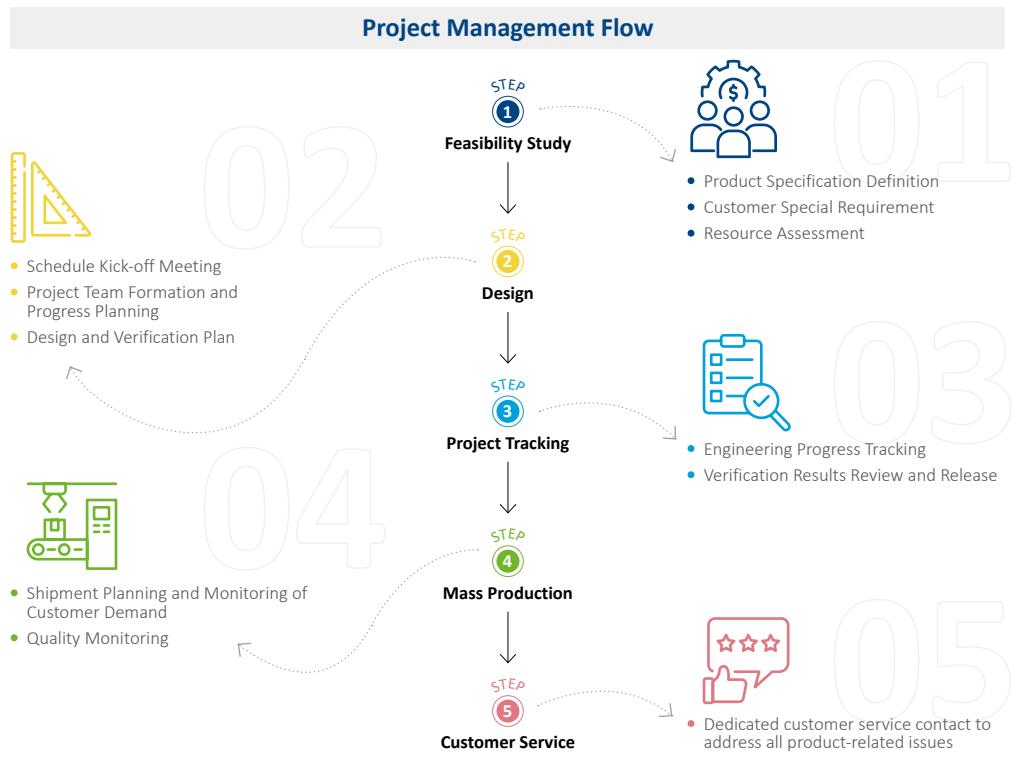
The EE Awards Asia, organized by professional technical media platforms EE Times and EDN alongside technology professionals, recognizes and votes on the annual recommendations for semiconductor and electronics industry leaders, application products, and the best design solutions. Richtek's RT5716 ultra-compact synchronous buck converter was honored with the «Best Power Management Product of the Year» award in the Product Awards (Taiwan) category. This achievement marks a significant milestone for Richtek, representing industry recognition of Richtek's expertise in mobile and wearable application technologies. It also serves as a powerful testament to our commitment to innovation and excellence in the field of power management solutions.



1.2 Customer Services

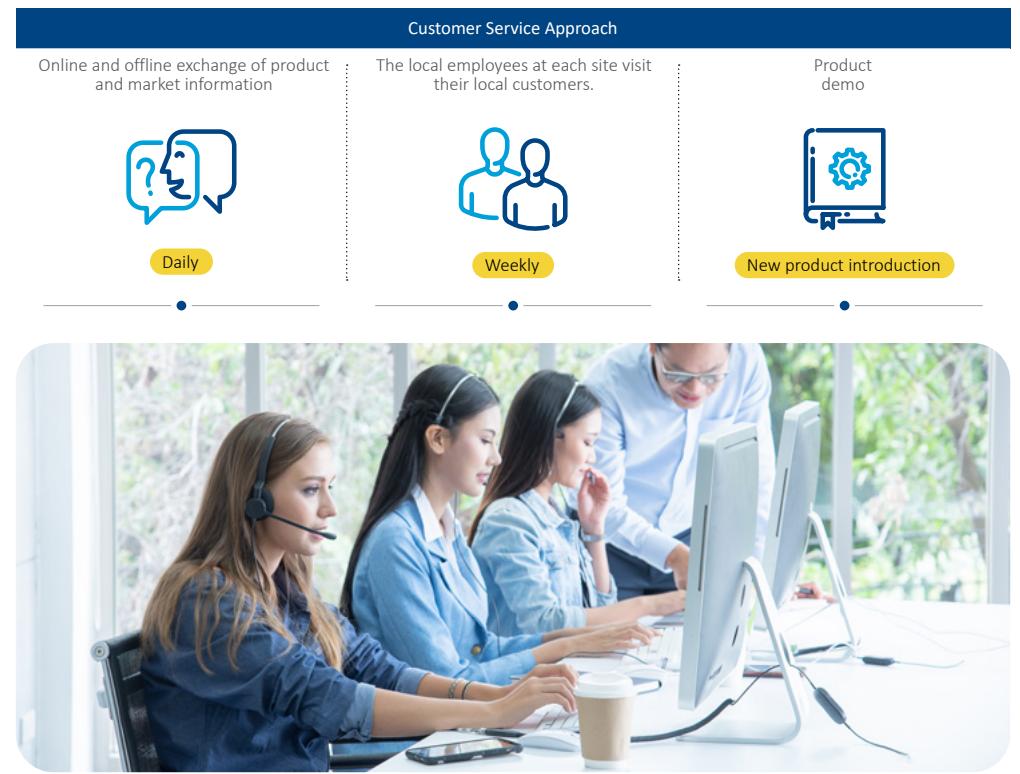
1.2.1 Innovative Project Management Processes

Richtek continues to enhance its customer service by initiating project management processes from the initial stages of customer engagement and providing timely feedback, ensuring that customers fully experience the meticulousness and attentiveness of Richtek's product service processes. For detailed project management processes, please refer to the table below.



1.2.2 Local Services

Richtek ships over 4.2 billion chips globally each year. Since its inception, Richtek has focused on integrating technological capabilities, maintaining quality, and providing proactive customer service, with the aim of delivering product value to our customers. To this end, we continuously increase our investment in customer service to ensure that customers in every region receive timely and tailored support. We communicate with our customers weekly and increase the frequency of communication as needed, connecting front-end customer demands with back-end teams to provide real-time support. In 2024, we continued to expand our service team, thereby increasing the proportion of local staff in various regions.



**Chapter 02**

Innovation

Provide customers with competitive products and services through high-efficiency, low-power-consumption products of innovative design and continuous research and development.

2.1 Research and Development Technology

2.2 Innovation in Practice

ESG Highlights

- + Invested NT\$5.316 billion in R&D in 2024.
- + Organizing a variety of internal activities and forums each year, including the Annual Award, Expert Talk sessions, AA Forum for sharing award-winning experiences, and Global FAE Training programs.
- + In 2024, Richtek acquired more than 1,200 domestic and international patents.
- + Richtek is dedicated to sustainable development and environmental responsibility through its power management solutions, which offer high efficiency, reliability, and performance, supporting global efforts in energy conservation and carbon footprint reduction.



2.1 Research and Development Technology

2.1.1 Core Concepts

Richtek upholds the philosophy of continuous innovation, actively engaging in the technical development of analog IC design. The company is dedicated to providing high-performance, low-power consumption power management solutions, assisting customers in achieving energy efficiency goals across diverse fields such as consumer electronics, automotive, industrial, and communication applications.

The company continuously enhances its technology, offering products that encompass solutions such as DC/DC, AC/DC, PMIC, BLDC motor drivers, linear regulators, LED drivers, and USB Type-C & PD. These solutions are widely applied in smart devices, servers, automotive electronics, and industrial applications.

To realize the company's philosophy of continuous innovation, Richtek has outlined short-term and medium-to-long-term development directions to achieve various goals. The short-term plan focuses on enhancing power conversion efficiency across different application fields and optimizing energy-saving designs. This encompasses applications in computers and peripherals, smartphones and the communications industry, consumer electronics, smart homes, and the Internet of Things. By providing lower power consumption, more energy-saving modes, and technologies that comply with next-generation energy standards, Richtek offers comprehensive power management solutions in these areas, helping customers enhance their product competitiveness.

With the growth of AI technology in data centers, automotive electronics, and industrial applications, Richtek's medium-to-long-term plan aims to leverage our expertise and industry-leading position in CPU core multiphase

power solutions. We are focused on developing high-density, more efficient, and energy-saving core power solutions specifically for AI-driven high-performance computing needs. This includes multiphase DC/DC power supplies, smart monitoring power stages, voltage and current sensing and protection chips. These solutions cater to a range of applications from enterprise servers in the cloud and data centers to edge computing needs in automotive computers, smartphones, and IoT devices, supporting customers in continuously exploring new market opportunities.

Richtek continues to invest in research and development, with an R&D investment of NT\$5.316 billion in 2024. Over the past three years, the cumulative R&D investment has amounted to approximately NT\$17.284 billion, consistently leading the analog IC industry towards global advancement.

Investment

Year	2022	2023	2024
Investment	6.206	5.762	5.316

unit:NT\$ billion



Richtek product end-user application

Automotive & Electric Vehicle Applications



Advanced Driver Assistance Systems (ADAS)



Connected Vehicle



Digital Cockpit



Electric Vehicles

Communication and Enterprise Communication Applications



Data Center



Networking and Communication



Telecommunications Equipment

Consumer Electronics



Wi-Fi 7 Reference Design



Smart Appliances & Internet of Things (IoT)



Security Surveillance



Power & Energy

Industrial Applications



Handheld Devices



Personal Computer



Motor Drives

2.1.2 Culture

To encourage employees to continuously innovate, acquire cross-disciplinary knowledge, and foster knowledge sharing, Richtek organizes a variety of internal events and forums annually including the Annual Award, Expert Talk professional sharing sessions, AA Forum for award-winning experience exchange, and the Global FAE Training program. Through incentive mechanisms and experience sharing, the company aims to inspire innovation among employees while strengthening team cohesion.

2024 Annual Award

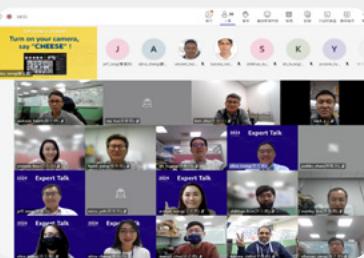
At the end of each year, Richtek holds the "Annual Award" competition, featuring four major categories: Professional Award, Innovation Award, Quality Award, and Outstanding Achievement Team Award. These awards are designed to recognize employees for their continuous improvement and innovative breakthroughs in their professional fields. In 2024, a total of 59 individuals/groups registered for the awards, with overall participation reaching 295 people, including 22 overseas colleagues.

The Innovation Award, in particular, focuses on encouraging employees to demonstrate creativity and drive significant changes and contributions in their work. This includes innovative designs that enhance product performance and reduce power consumption or propose new methods to optimize internal processes.



2024 Expert Talk

Outstanding employees and supervisors from various departments are invited to conduct professional knowledge sharing sessions entirely in English. These sessions cover topics such as practical experience, skill exchange, and project learning, and are open for registration to colleagues worldwide. The event not only enhances team capabilities but also increases the visibility and sense of accomplishment for the speakers, fostering a culture of mutual learning and progress. The overall satisfaction rating for the event reached 4.29 out of 5, and complete recordings are uploaded for global colleagues to use for further learning.



2024 AA Forum



Through the experience sharing of Annual Award winners, colleagues gain in-depth insights into the outstanding achievements of top performers across various fields, covering aspects such as professional skills, innovative practices, quality improvements, and team collaboration. This initiative further enhances learning momentum and boosts morale. A total of 93 people participated in the event, which received a satisfaction rating of 4.69. Additionally, online video resources are provided for repeated learning in the future.

2024 Global FAE Training

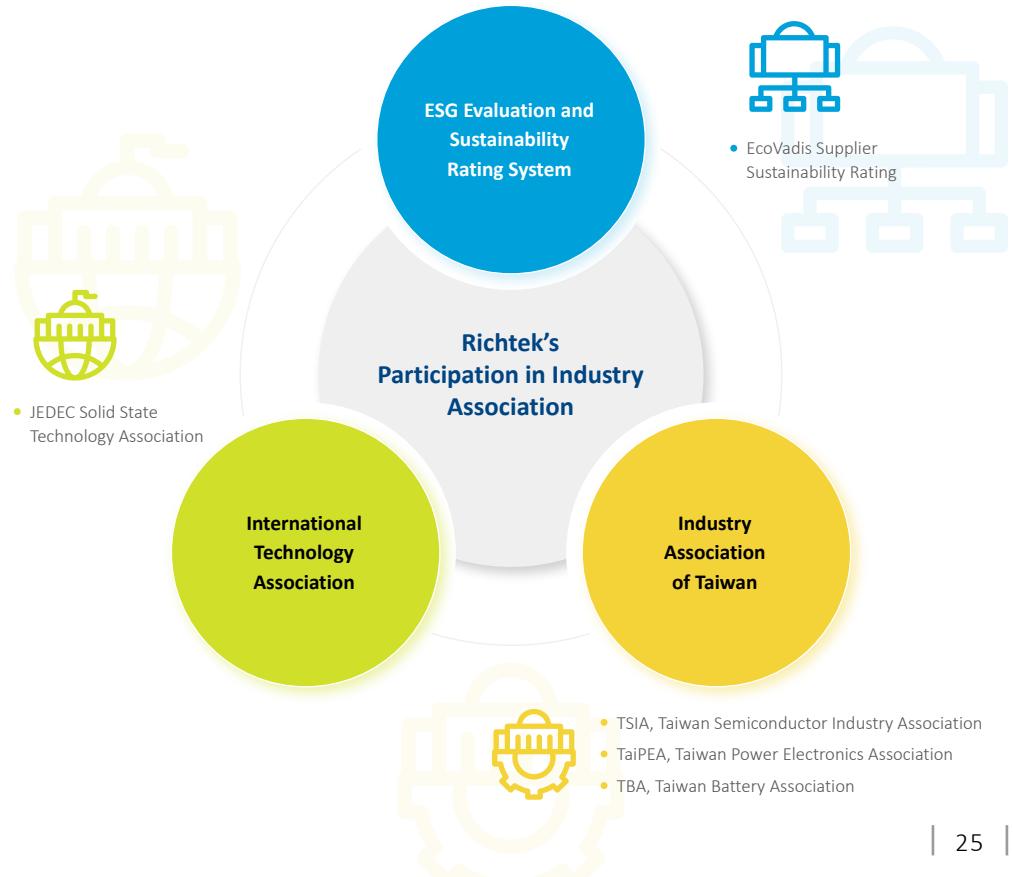
Global Field Application Engineer (FAE) colleagues gathered at the headquarters for a week-long training session, receiving intensive instruction from product line Application Engineer (AE) on industry trends and core technologies. The event strengthened cross-national team collaboration and knowledge transfer, aligning overall learning objectives with the company's vision. A total of 40 participants attended the event, which achieved a satisfaction rating of 4.36. Additionally, bilingual online courses in both Chinese and English were uploaded to internal system, allowing global colleagues to access the material for continuous learning.



2.1.3 Engagement

Participation in Industry Associations

In response to rapid technological advancements and international regulatory trends, Richtek actively participates in various domestic and international technical associations. Through ongoing exchanges with industry peers and research groups, the company stays abreast of the latest industry developments and is committed to enhancing its competitive edge in the industry.



2.1.4 Patent Strategies

Innovation is the cornerstone of Richtek's sustained growth and forms the foundation of the company's product competitiveness and value. Richtek currently has R&D centers in Taiwan, the United States, Japan, and South Korea, with technological development spanning multiple applications. The integration of patent resources with product development is closely aligned, effectively supporting the product development and system requirements of global customers.

As of the end of 2024, Richtek has filed over 1,000 patent applications globally and successfully secured over 1,200 active patents across Taiwan, the United States, China, Europe, Japan, and South Korea. In 2024 alone, the company filed 184 patent applications, demonstrating its ongoing commitment to innovation.

In response to the rapidly evolving technology and swiftly advancing standards, Richtek actively participates in major industry standards-setting organizations and associations. Through close interaction with standards bodies, industry peers, and academic and research institutions, the company is able to stay abreast of emerging technology standards and international trends in real-time.

total number of accumulated patents Grants only



Richtek's Participation in Technical Standard Organizations



2.2 Innovation in Practice

Richtek is dedicated to providing high-performance, low-power consumption power management solutions that bring technology closer to people's lives and drive positive change. In the face of increasing global demands for energy efficiency, device miniaturization, and intelligence, we leverage our analog IC design capabilities to advance core technology development and collaborate with international customers to achieve product innovation and application implementation.

We believe that truly impactful technological innovation stems not only from breakthroughs in performance but also from a commitment to sustainability, safety, and reliability. We aspire to be a key power partner in consumer electronics, smart automotive, industrial automation, and IoT systems, realizing a better life through product integration and cross-disciplinary collaboration.



Multiphase Solutions

Richtek's multiphase power solutions are engineered for high-current applications, such as CPUs, GPUs, and servers. These products feature advanced phase interleaving, superior thermal management, and dynamic load response, ensuring stable power delivery and enhanced system reliability. Their scalable architecture allows for flexible design, meeting the demands of next-generation computing platforms.



Multi-Channel Power Management ICs

Richtek's multi-channel power management ICs integrate multiple power rails into a single compact device, enabling efficient and space-saving designs for complex systems. With features such as programmable output voltages, high conversion efficiency, and advanced sequencing control, these ICs are ideal for applications ranging from consumer electronics to industrial and networking equipment.



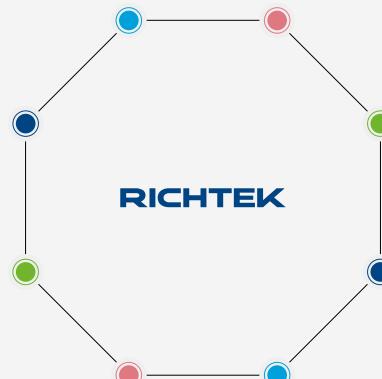
DDR5 PMIC Solutions

To meet the demanding power requirements of next-generation memory, Richtek provides dedicated DDR5 PMIC solutions. These products deliver precise voltage regulation, fast transient response, and optimized power sequencing for DDR5 DRAM modules, ensuring stable operation, improved energy efficiency, and compliance with the latest JEDEC standards.



DC-DC Converters

Our DC-DC converter lineup covers a wide range of voltage and current requirements, from low-power portable devices to high-performance industrial systems. Richtek DC-DC converters offer high conversion efficiency, compact form factors, and robust protection features, including over-voltage, over-current, and thermal shutdown. These solutions enable designers to optimize power consumption and extend battery life in mobile and IoT applications.



Interface and Protection ICs

To ensure the reliable operation of electronic systems, Richtek offers a comprehensive portfolio of interface and protection ICs, including high-precision current protection, voltage supervisors, and load switches. These solutions are designed to safeguard systems against voltage spikes, electrostatic discharge, and power faults, delivering long-term stability and robust performance.



Audio Amplifier Solutions

Richtek delivers high-efficiency, low-distortion audio with robust protection features, reducing energy loss and extending product life. Designed for portable, automotive, and consumer applications, they align with ESG goals by enabling superior sound quality with lower environmental impact.



Battery Management ICs

Richtek's battery management products are designed to maximize battery performance and safety in portable electronics. These ICs offer advanced features such as cell balancing, temperature monitoring, and state-of-charge estimation, helping to extend battery life and prevent overcharging or overheating.



LDO Regulators

Richtek's low dropout (LDO) regulators provide ultra-low noise and precise voltage regulation, making them ideal for sensitive analog and RF circuits. With features such as fast transient response, low quiescent current, and multiple output voltage options, our LDOs support stable operation in a variety of consumer electronics and communication devices.

**Chapter 03**

Talents

Talents are invaluable assets to the company, partners in its growth and development, and the lifeline for maintaining competitiveness and creating value. Upholding a people-centric philosophy that fully respects human nature, we achieve consensus through communication and maintain organizational harmony through mutual respect. This approach fosters an optimal working environment, making Richtek a highly cohesive family.

- 3.1 A Diverse, Equal, and Inclusive Workplace
- 3.2 Talent Attraction and Retention
- 3.3 Talent Cultivation and Development
- 3.4 Diverse Channels to Enhance Employee Engagement and Two-Way Communication
- 3.5 A Healthy, Safe, and Friendly Workplace

ESG Highlights

Richtek is committed to enhancing employee experience, increasing employee engagement and commitment, and promoting sustainable talent development to drive the company's sustainable growth.

- + The R&D/technical department consists of approximately 16.4% women, matching the industry median of 10-19% for female technical talent in semiconductors. This highlights the company's dedication to diversity and a supportive environment for women.
- + In 2024, Richtek's global turnover rate is 7.96%, while Taiwan's is 7.59%, Both figures are significantly below the industry averages of 12.9% globally and 13.7% in Taiwan's high-tech sector.
- + Starting in 2024, paid volunteer leave increases to 2 days (16 hours) annually, encouraging employees to engage in volunteer work, support local communities, and join global colleagues in promoting sustainable living.



3.1 A Diverse, Equal, and Inclusive Workplace

3.1.1 Human Rights and Diversity, Equity, and Inclusion Policy

Richtek has established human resource policies based on a people-centric philosophy that fully respects human rights. We support and adhere to the International Labour Organization's "Declaration on Fundamental Principles and Rights at Work," and have formulated Richtek's human rights policy, committed to creating an inclusive and diverse-friendly workplace environment.

The fundamental principles of the human rights policy include:

Freedom of assembly and association for employees and effective recognition of the right to collective bargaining.

- 1 Prohibition of all forms of forced labor.
- 2 Elimination of child labor.
- 3 Eradication of unlawful discrimination.
- 4 Provision of a safe and healthy working environment.
- 5 Human Rights Governance Mechanism

Human Rights Governance Mechanism

Board of Directors

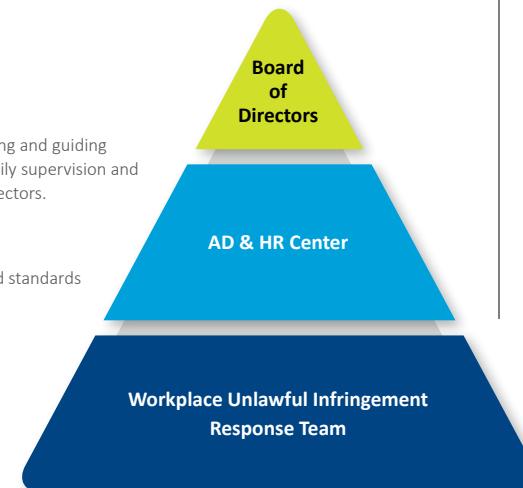
The company's highest governance body is responsible for overseeing and guiding human rights management, and it delegates the responsibility of daily supervision and management to the General Manager on behalf of the Board of Directors.

AD & HR Center

Formulate and implement selection, development, retention-related standards and activities in accordance with human rights policies.

Workplace Unlawful Infringement Response Team

Composed of representatives from ESH Management, the head of HR, the head of the Safety and Health Office, and labor representatives with organizational representation, responsible for handling workplace unlawful infringement cases.



Advancing Diversity, Equity, and Inclusion Workplace Initiatives

Implementing an Equal Workplace and Preventing Unlawful Exploitation SDG 5.2

In accordance with occupational safety and health regulations, all employees are required to participate in workplace unlawful conduct training, which is also included as a mandatory course in the onboarding training for new hires. By 2024, the completion rate for new employees is 100%. Additionally, in compliance with the "Gender Equality in Employment Act," "Regulations for Establishing Measures of Prevention, Correction, Complaint, and Punishment of Sexual Harassment at Workplace," "Sexual Harassment Prevention Act," "Guidelines for Sexual Harassment Prevention," and the "Stalking and Harassment Prevention Act," we have established the "Measures for Prevention, Complaint, and Punishment of Sexual Harassment." A "Sexual Harassment Incident Handling Committee," along with a dedicated prevention hotline and complaint mailbox, has been set up to address related issues. By the end of 2023, one sexual harassment complaint was received and promptly addressed in 2024.

Gender-Balanced Welfare Measures

To support employees in balancing family care and career development, maternity leave has been extended from 8 weeks to 12 weeks, and paternity leave have been extended from 7 days to 10 days. Additionally, we are actively installing nursing rooms in all office buildings to provide a female-friendly work environment.

Implementing Enhanced Diversity and Inclusion Communication Initiatives

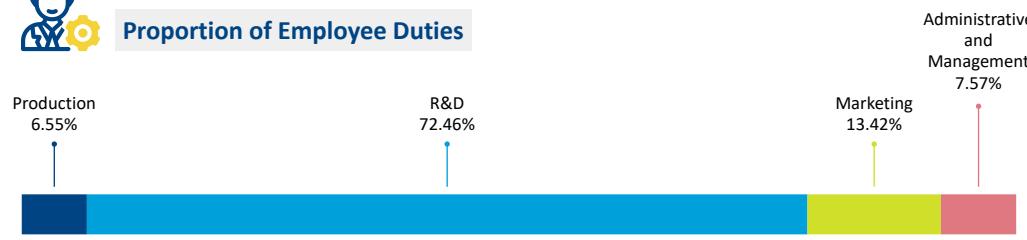
Providing employees with language subsidies and related training resources to facilitate self-directed learning at any time, thereby reducing cross-border communication barriers. Additionally, language exchange groups between colleagues in Japan and headquarters are established to foster cultural and linguistic exchange.



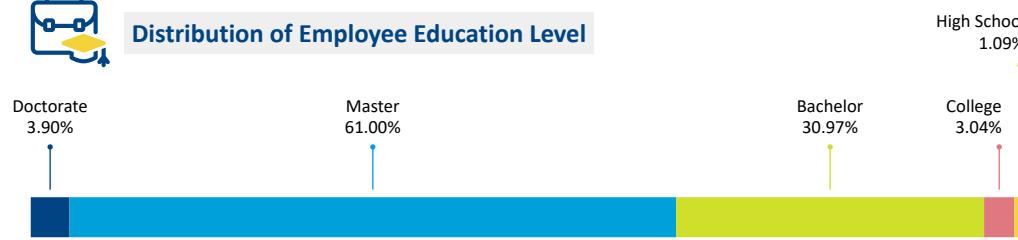
3.1.2 Unlocking the Potential of Diverse Talent



Proportion of Employee Duties



Distribution of Employee Education Level



Structure of Employee Age



Employment Categories

Total number of Employees (including dispatched personnel): 1,282

Unit: Individual

		Employees				
Labor Contract	Type	Gender	Taiwan	Asia-Pacific	Europe	Americas
Permanent	Full time	Male	8,28	120	1	40
		Female	249	29	1	6
	Part-time	Male	0	0	0	0
		Female	0	0	0	0
Temporary	Full time	Male	2	0	0	0
		Female	2	0	0	0
	Part-time	Male	2	0	1	0
		Female	1	0	0	0
Total		1,282	1,084	149	3	46

Note 1: Employee count as of December 31, 2024.

Note 2: Those employed by Richtek include full-time and contract employees, encompassing interns (contract) and R&D substitute military service personnel (full-time).

Note 3: The number of employees remained stable over the three-year period from 2022-2024, with no significant fluctuations

Non-employees:

In 2024, no dispatched personnel

International employees and expatriates:

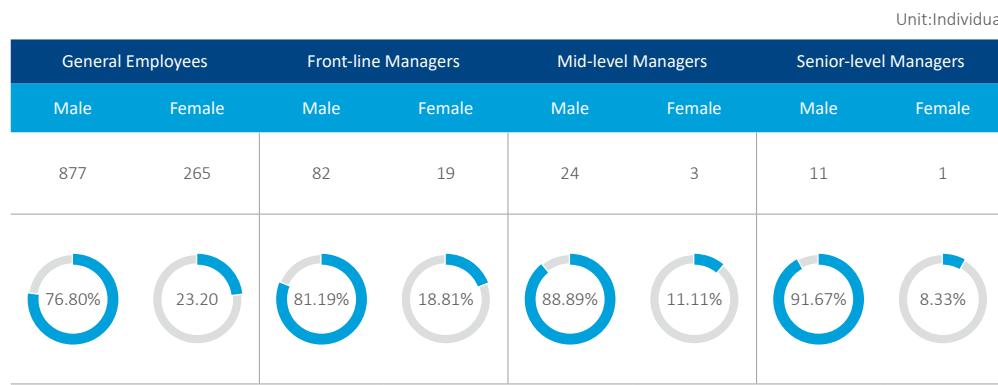
Number of international employees	Percentage of international employees
6	0.47%
Number of expatriates	Percentage of expatriates
0	0

Note 1: Foreign employees are those who are required to apply for a work visa in the country in which they are employed.

Note 2: Expatriates are those who work in a country other than the country in which they are employed.

Proportion of Supervisors at Each Level:

Due to the attributes of technology industry and employment market factors, male employees are the majority in Richtek. The Company shall continue to recruit outstanding female management and R&D talents.



Note: Front-line managers (Department Manager), Mid-level managers (Division Manager), Senior-level managers (Business Unit General Managers and above)

Female Employment:

- In 2024, the proportion of female employees was 22.46%
- There are 153 female employees in the R&D/Technical departments, accounting for approximately 16.4% of the total in these departments. This aligns with the median range of 10-19% for female technical talents in semiconductor industry companies. This demonstrates the company's commitment to embracing diverse talent, fostering a female-friendly workplace, and actively retaining and nurturing talent.

In compliance with legal requirements, Richtek is obligated to employ 11 individuals with disabilities and provide equal employment opportunities for them. However, due to the limited availability of qualified candidates in the job market, the company employed 10 individuals with disabilities in 2024. To further support the government's efforts in enhancing employment opportunities for people with disabilities, the company has fulfilled its obligations by contributing to the Employment Fund for Persons with Disabilities.

3.2 Talent Attraction and Retention

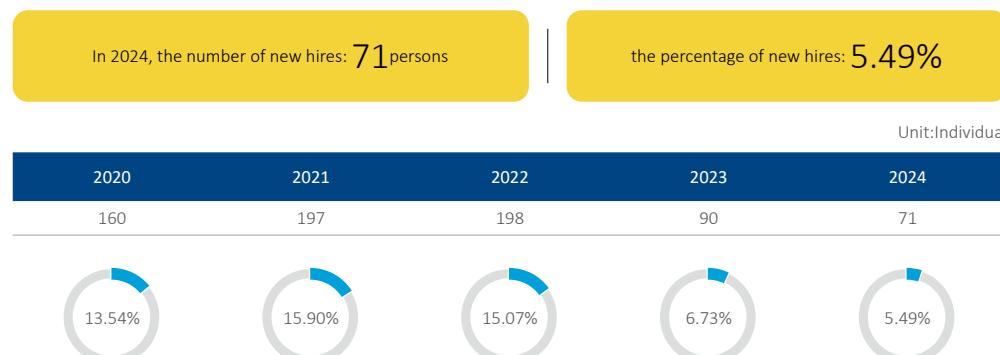
3.2.1 Recruitment and Retention

Richtek actively attracts key talent from global industry, academia, and research sectors through diverse recruitment strategies and external communication channels. The company is committed to fostering talent development, staying ahead of industry trends, and establishing competency development mechanisms to retain top talent. In 2024, the company successfully boarded 71 new full-time employees globally. Additionally, the global turnover rate in 2024 was approximately 7.96%, while the turnover rate in Taiwan was 7.59%, both significantly lower than the average turnover rate of 12.9% in the global technology and media industry and 13.7% in Taiwan's high-tech service sector.

New Hires and Resigned Employees Worldwide					
		New Recruits in 2024		Resigned Employees in 2024	
Based on Gender	Female	Number of individuals	Proportion of employees in category	Number of individuals	Proportion of employees in category
	Male	58	5.79%	81	8.08%
Based on Age	51 years old or older	2	1.8%	8	7.21%
	31-50 years old	35	3.47%	86	8.51%
	30 years old or younger	34	19.65%	9	5.20%
Based on Region	Taiwan	58	5.31%	83	7.59%
	Asia-Pacific	6	3.90%	16	10.39%
	North America	7	15.91%	3	6.82%
	Europe	0	0.00%	1	33.33%
Total Count	1,294	71	5.49%	103	7.96%

Note: Total Count = ((number of employees at year start + number of employees at year end) ÷ 2), excluding contractors.

Percentage of Group-Wide New Hires for 2020-2024



Note: Full-time hiring rate = Number of new full-time hires ÷ ((number of employees at year start + number of employees at year end) ÷ 2).

Percentage of Group-Wide Resigned Employees for 2020-2024



Note: Full-time employee turnover rate = Number of resigned ÷ ((number of employees at year start + number of employees at year end) ÷ 2).

Employment and Onboarding Status

Richtek offers competitive compensation and benefits, a diverse learning environment, and fulfilling job content to attract top talent worldwide.



Note: Onboarding rate (%) = B ÷ C × 100%

Retention of New Hires



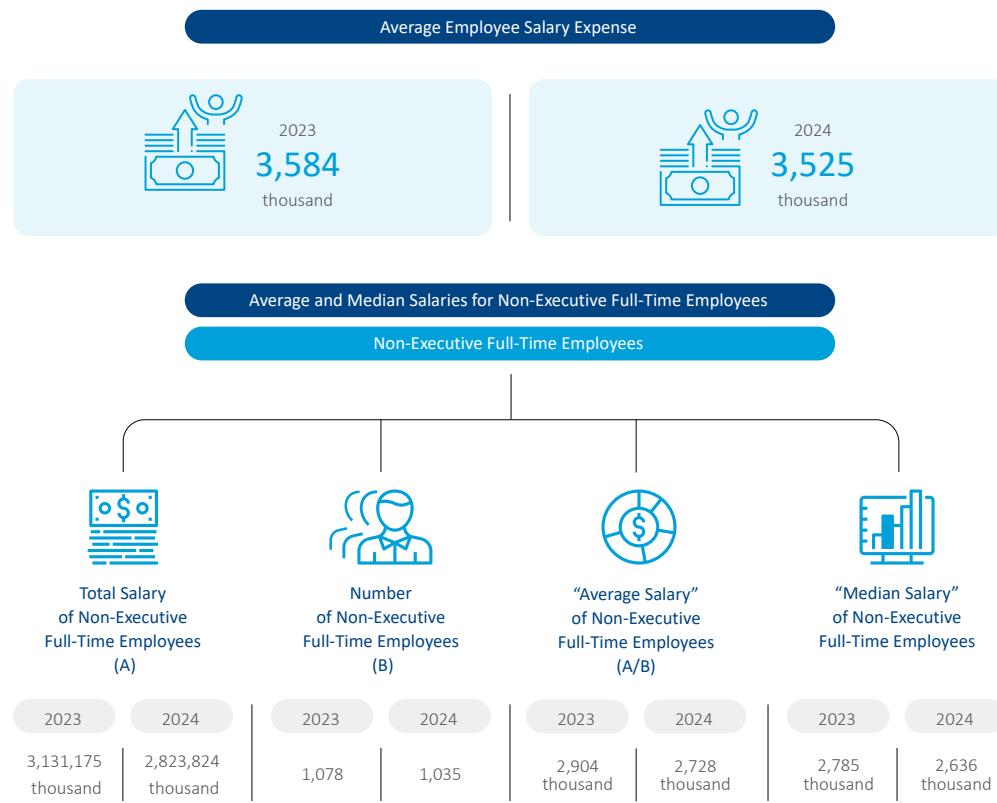
Note 1: New hire retention rate within two years: The percentage of employees hired in 2022 who are still employed.

Note 2: New hire retention rate within three years: The percentage of employees hired in 2021 who are still employed.

3.2.2 Compensation Policy

Providing the Overall Competitive Compensation

To attract global talent and enhance the retention of existing employees, Richtek annually assesses the overall compensation levels in local markets to ensure the competitiveness of its total rewards package.



Reward Programs and Corporate Sustainable Development

Richtek offers a competitive total compensation package, which includes base salary, allowances, bonuses for three major festivals, and annual profit-sharing. The base salary is regularly adjusted each year based on local macroeconomic indicators, overall market compensation levels, and other relevant principles. Employees' total compensation is determined by the company's operational goals, profitability, and a comprehensive assessment of the employees' roles and performance.



3.2.3 Benefit Policies

Richtek is committed to providing excellent benefits for its employees, ensuring that all global offices establish welfare systems that comply with or exceed local regulatory standards. In Taiwan, the flexible benefits program is designed to meet the diverse needs of employees across generations and extends to include options that can be shared with family members. Starting in 2024, the company has expanded its paid volunteer leave to two days per year (a total of 16 hours) and introduced this policy across its global subsidiaries. This initiative encourages employees to actively participate in volunteer services, give back to local communities, and collectively contribute to sustainable living alongside colleagues worldwide.

Overview of Benefits Superior to Regulatory Requirements

Item	Regulatory Requirement	Measures Superior to Regulatory Requirements	Utilization
 Employee Stock Purchase Plan (ESPP)	None	Employees voluntarily participate, with the company providing a 50% matching contribution, allowing them to grow as shareholders and share in the operational outcomes.	In 2024, the employee participation rate exceeded 70%.
 Leave	12 public holidays each year	Extra 7 days of floating holiday (total of 19 days after combining public holidays). Additionally, employees who take three consecutive days of flexible leave and annual vacation are granted a travel allowance of NT\$20,000.	In 2024, the utilization rate of flexible leave days reached 94%, totaling over 51,000 hours.
 Sick Leave	30 days of half-paid ordinary sick leave per year	Employees are granted 40 hours of fully paid ordinary sick leave and 200 hours of half-paid ordinary sick leave per year.	
 Volunteer Leave	None	Employees are eligible to apply for two days (16 hours) of paid volunteer leave annually, which can be requested in increments.	In 2024, a total of 27 hours of volunteer leave was granted.
 Maternity Leave	8 weeks	12 weeks	6 female employees have benefited in 2024.
 Paternity Leave (and paternity leave for prenatal check-up)	7 days	10 days	In 2024, a total of 29 employees applied, with a leave utilization rate of 86%.
 Insurance	Upon employment, employees are immediately enrolled in Labor Insurance and National Health Insurance in accordance with the law.	Employees are covered under the insurance plan, with the option to extend coverage to family members at their own expense.	In 2024, the participation rate for self-funded coverage exceeded 47%.

Note: Richtek's overseas locations establish their leave and insurance systems in compliance with local regulations. In terms of leave policies, regions in Asia, North America, and Europe offer days that exceed statutory requirements. Regarding insurance systems, overseas locations develop comprehensive personal and medical insurance plans based on legal requirements and local conditions.

3.2.4 Retirement Planning

Richtek formulates employee retirement planning in accordance with the law and regulations of respective countries of operation. In Taiwan, in accordance with the Labor Standards Act, the Company has established defined benefit plan. Furthermore, in accordance with the Labor Pension Act, the Company has established a defined contribution plan. Except for expatriate employees who are subject to defined benefit plans due to regulatory applicability, all other employees are 100% covered under defined contribution plans.

In accordance with the Labor Standards Act, the full amount of retirement reserve funds for defined benefit plans has been allocated and stored in a special account at the Bank of Taiwan under the name of the Labor Retirement Reserve Fund Supervisory Committee. The employee retirement plan established under the Labor Pension Act stipulates that monthly pension contributions are made to individual accounts at the Bureau of Labor Insurance, with contributions not less than 6% of the employee's monthly salary. In 2024, the recognized expenses for retirement contributions under the defined contribution plan exceeded NT\$87 million.

In addition to allocating retirement reserve funds as mandated by law, the company annually engages qualified actuaries to conduct actuarial assessments of the retirement reserve funds. This process involves recording pension contributions and recognizing pension liabilities on the balance sheet, thereby safeguarding employees' future pension entitlements. This initiative further encourages employees to plan for long-term service and commitment to the company.



3.3 Talent Cultivation and Development

The company's sustainable operation and growth depend on employees fully leveraging their professional and managerial talents. Through comprehensive training and development programs, we equip employees with the necessary future skills and build a talent pipeline, enhancing the competitiveness of both employees and managers to ensure the company maintains its leadership position in the power management IC design industry.

3.3.1 Diversified Talent Development Program SDG 4.4

Richtek Education and Training Framework					
	New Hires	All Employees	Line Managers	Senior Managers	Key Talent
Key Capabilities	<ul style="list-style-type: none"> Corporate culture Operational knowledge Growth mindset 	<ul style="list-style-type: none"> Professional knowledge Problem-solving Interpersonal communication Presentation skill 	<ul style="list-style-type: none"> Managerial mindset adjustment Effective execution of proper guidance 	<ul style="list-style-type: none"> Talent development Fostering innovation 	<ul style="list-style-type: none"> Direct leadership Goal setting Building high-performance teams Organizational leadership Demonstrating business acumen Leading transformational innovation Building an efficient organization
Training Content	<ul style="list-style-type: none"> New Hire Orientation Refresh Power Camp 	<ul style="list-style-type: none"> Technical expertise Personal effectiveness Project management 	<ul style="list-style-type: none"> Star Program new manager training 	<ul style="list-style-type: none"> The 7 Habits of Highly Effective People Situational Leadership Labor Regulations Pause and Reflect 	<ul style="list-style-type: none"> Strategic planning Critical thinking Cross-cultural management Management case study analysis
Learning / Training Method	<ul style="list-style-type: none"> In-person lectures, online learning, Live webinar, learning platform, workshop, practical case studies, gamified learning, consensus-building retreat, book clubs, flipped learning, coaching 				
Training Evaluation Mechanism	<ul style="list-style-type: none"> Corporate training and development survey post-training satisfaction survey hands-on practice or certification acquisition departmental knowledge management sharing session, internal Expert Talk keynote presentation 				

Average Training Hours per Employee Worldwide

Managerial Position		Non-Managerial Position	
Male	Female	Male	Female
2.74			6.67

Note: The non-executive full-time employees refer to the full-time employees other than directors and managers.

Implementation Results		
Type of Training	Content of Training and Implementation Outcome for 2024	
 Technical and Engineering Training	Global participants: 7,651	Total hours: 18,263
	Post-training satisfaction score: 4.52 out of 5	
 Individual Performance Training	Global participants: 1,352	Total hours: 2,881
	Post-training satisfaction score: 4.72 out of 5	
 Management Competence Training	Global participants: 278	Total hours: 2,584
	Post-training satisfaction score: 4.71 out of 5	
 Training for New Recruits	Global participants: 569	Total hours: 1,296
	Post-training satisfaction score: 4.69 out of 5	
 External training	Global participants: 85	Total hours: 1,056
 Language Skill Training	Global participants: 12	Total hours: 377

3.3.2 Channels for Internal Job Application

Richtek encourages employees to pursue internal job transfers. The job openings are posted on the company's internal website, and employees can proactively apply for internal transfers through this channel. In 2024, five employees successfully transferred, with a request for managers to complete the transfer arrangements within eight weeks whenever possible.

3.4 Diverse Channels to Enhance Employee Engagement and Two-Way Communication

Utilize diverse communication channels to provide employees with timely and accurate information about company operations. Establish transparent two-way communication pathways to listen to and respond to employee needs, and plan meaningful global and local events. Continuously enhance employee engagement and cohesion, ensuring employees feel they are a vital part of the company, thereby strengthening their sense of identification with the organization.



3.4.1 Open and Transparent Communication

Labor-management meetings

To ensure smooth communication between labor and management, the Company holds one labor-management meeting every quarter. In 2024, a total of 4 meetings were held, with 100% attendance recorded.

Date	Stakeholders	Key Issues	Action Plans
November 2024	Employer representative committee and employee representative committee (Colleagues attending as observers)	<ul style="list-style-type: none"> 1 Corporate workforce and major organizational changes report 2 Diversification of travel agency services 3 Labor health examination plan 	<ul style="list-style-type: none"> 1 Expand partnerships with travel agencies. 2 Evaluate health check subsidy levels and assess employee visits to medical facilities for examinations, including additional self-pay options.
August 2024	Employer representative committee and employee representative committee (Colleagues attending as observers)	<ul style="list-style-type: none"> 1 Corporate workforce and major 2 Organization of family day events 	To introduce an annual family day event, inviting employees' families and friends to participate in engaging activities and enjoy a culinary feast.
June 2024	Employer representative committee and employee representative committee (Colleagues attending as observers)	<ul style="list-style-type: none"> 1 Corporate workforce and major 2 Increase in maternity/paternity leave days 	To provide a more supportive environment for employees with childcare responsibilities by increasing maternity leave from 8 weeks to 12 weeks and paternity leave from 7 days to 10 days.
March 2024	Employer representative committee and employee representative committee (Colleagues attending as observers)	<ul style="list-style-type: none"> 1 Corporate workforce and major 2 Suspend work without salary or leave deductions during natural disasters 3 Introduce additional volunteer leave 	<ul style="list-style-type: none"> 1 If the head of any jurisdiction where an employee works, resides, or commutes through has announced a work suspension, or if the work location has not announced a suspension but natural disasters have caused traffic disruptions leading to delays or inability to attend work, employees will not face salary or leave deductions. 2 Increase annual weekday volunteer service leave by up to 2 days

Employee communication platform

Employee feedback channel	Annual usage count	Number of cases handled	Status
7885 Please help me	22 individuals	29 cases	100% were responded to and closed.
Appeal hotline	3 individuals	3 cases	100% were responded to and closed.
Strategic Communication Meeting for Directors and Above	135 individuals		A total of three sessions were held in 2024.
Annual General Manager Communication Meeting	850 individuals		One session was held in 2024

All hands meeting of each Center



3.5 A Healthy, Safe, and Friendly Workplace

3.5.1 Occupational safety and health management SDG 8.8

Occupational Health and Safety:

To ensure comprehensive environmental safety within the company, we not only conduct irregular awareness campaigns for employees and visitors on the importance of safety but also perform regular on-site inspections. These inspections cover the office, public areas, meeting rooms, laboratories, client office areas, and facility equipment zones to ensure environmental and operational safety.

Statistics on Disabling Occupational Injuries Over the Past Three Years					
Item/ Year	Gender	2022	2023	2024	
Disabling Injury Frequency Rate (FR) (Number of Lost Work Cases (only counting those with more than 8 hours of rest) X 1,000,000) / Total Work Hours	Male	0.00	0.00	0.00	
	Female	0.00	0.00	0.00	
Total		0.0	0.00	0.00	
Occupational Disease Rate (ODR) (Total Number of Occupational Diseases X 1,000,000) / Total Work Hours	Male	0	0	0	
	Female	0	0	0	
Total		0	0	0	
Severity Rate (SR) of Disabling Injuries (Number of Lost Workdays X 1,000,000) / Total Work Hours	Male	0	0	0	
	Female	0	0	0	
Total		0	0	0	
Absenteeism Rate (AR) (Total Absentee Days / Total Working Days)	Male	0.00500	0.00800	0.00700	
	Female	0.01200	0.01300	0.01300	
Total		0.00600	0.00900	0.00800	

Note 1: The calculation of the absenteeism rate includes only off-site traffic accidents. The total absentee days calculation encompasses personal leave, sick leave, and work injury leave days

Note 2: In 2024, personal leave accounted for 1,453 hours; sick leave (including unpaid sick leave, half-paid sick leave, and menstrual leave) totaled 16,496 hours; and work injury leave amounted to 122 hours.

Note 3: Total Work Hours: 273,402 hours.

Encouraging Parenthood:

In Taiwan, the employee parental leave application rate, return-to-work rate, and retention rate for 2024 are as follows:

Application rate (B/A)		Total 15.38%	A	Number of employees eligible for parental leave in 2024	Male	Female	18	8	Total 26							
Male		5.56%														
Female		37.50%														
Return-to-work rate (D/C)		Total 75.00%	C	Expected number of employees returning from parental leave in 2024	Male	Female	3	1	Total 4							
Male		66.67%														
Female		100.00%														
Retention rate (E/F)		Total 100.00%	D	Actual number of employees returning from parental leave in 2024	Male	Female	2	1	Total 3							
Male		100.00%														
Female		100.00%														
A		Number of employees eligible for parental leave in 2024:														
		Number of applicants for paternity and maternity leave between 2024/01/01 and 2024/12/31														
B		Actual number of employees applying for parental leave in 2024:														
		Number of applicants for parental leave between 2024/01/01 and 2024/12/31														
C		Expected number of employees returning from parental leave in 2024:														
		Number of people whose parental leave expires between 2024/01/01 and 2024/12/31														
D		Actual number of employees returning from parental leave in 2024:														
		Number of people whose parental leave expires between 2024/01/01 and 2024/12/31, and who return to work during this period														
E		Employees returning from parental leave in 2023 and continued working for one year:														
		Number of people who returned from parental leave between 2023/01/01 and 2023/12/31, and remained employed one year after returning														
F		Employees returning from parental leave in 2023:														
		Number of people who returned from parental leave between 2023/01/01 and 2023/12/31														

**Chapter 04**

Corporate Governance

Strengthen the governance framework, protect stakeholder rights, and enhance internal audit and control functions

- 4.1 Corporate Governance Structure
- 4.2 Integrity and Legal Compliance
- 4.3 Internal Audit
- 4.4 Risk Management
- 4.5 Information Security Management

ESG Highlights

- + The Information Security Committee regularly reviews the implementation status of information and data security, aiming to achieve ISO 27001 Information Security Management System certification by 2026.
- + The third-party cybersecurity risk assessment scored 97, surpassing the average score for IC design companies.
- + Achieved a 100% completion rate for training related to business ethics and integrity management.



4.1 Corporate Governance Structure

Richtek has been a single-shareholder corporation, wholly owned by MediaTek Inc. since its acquisition in 2015, with a 100% shareholding. Consequently, Richtek only has a Board of Directors, consisting of three members, appointed by the corporate shareholder MediaTek, and does not have functional committees. For more information on MediaTek's Board members, operations, and corporate governance report, please refer to MediaTek's 2024 annual report."

The members of the company's Board of Directors provide professional and objective opinions with a high degree of self-discipline and prudence. Meanwhile, the company's management is committed to leading various departments in executing the annual sustainability development plan, aiming to address environmental, social, and governance issues, and continuously enhancing Richtek's sustainability efforts."

4.1.1 Board Members, Background, and Responsibilities

Members					Frequency of Board Meetings
Job Title	Name	Gender	Nationality	Key Experience and Education	
Chairman	Rick Tsai	Male	Taiwan	<ul style="list-style-type: none"> Ph.D. in Materials Science and Engineering from Cornell University, USA Chairman and CEO of Chunghwa Telecom Co., Ltd. General Manager and CEO of Taiwan Semiconductor Manufacturing Company (TSMC) 	At least three times a year. In 2024, a total of four meetings were held, all conducted through written resolutions
Director	David Ku	Male	Taiwan	<ul style="list-style-type: none"> Master of Business Administration (MBA) from the University of Illinois at Urbana-Champaign, USA Vice President of Investment Banking at J.P. Morgan, USA 	
Director	Chris Yuan	Male	Taiwan	<ul style="list-style-type: none"> Bachelor's degree in Electronics from Taiwan Institute of Technology Deputy Manager of Business at Pei Heng Semiconductor 	
Responsibilities					
<ul style="list-style-type: none"> Approval of financial reports Establish effective and appropriate internal control system. Formulation or amendment of procedures for major financial transactions, including the acquisition or disposal of assets, engagement in derivative transactions, lending of funds, and endorsements or guarantees for others Raising, issuing, or private placement of equity securities Donations to related parties or significant donations to non-related parties, with the exception of emergency relief donations for major natural disasters, which can be ratified at the next board meeting Revision of the company's authorization matrix Distribution of the company's earnings Allocation of the total amount for employee compensation Performance evaluation and remuneration, including policies, systems, standards, and structures, for managers at the level of General Manager and above, as well as directors Real estate transactions, investments in other businesses, or joint ventures Matters requiring board resolution as stipulated by the company's asset acquisition or disposal procedures Matters requiring board resolution as stipulated by the company's authorization matrix Appointment, dismissal, and remuneration of accountants 					



4.1.2 Corporate Sustainability Task Force

Richtek Technology has established a Corporate Sustainability Task Force, with the Quality System Management Department responsible for integrating information. The task force is divided into six key areas: global perspective, innovation, talent, corporate governance, green operations, and local practice. Each area is led by department heads who are responsible for driving initiatives and incorporating them into their daily management mechanisms.



4.1.3 Corporate Governance Enhancements

Richtek, as a wholly owned subsidiary of MediaTek, is committed to promoting and implementing corporate governance to achieve sustainable corporate development. The following outlines our efforts to enhance corporate governance:

Audit Committee's Oversight of Financial Functions

- Richtek's 2024 financial reports have been approved by the Board of Directors and announced on behalf of the company by MediaTek



Strengthening Information Security Management Mechanisms

- Richtek has established an Information Security Committee to regularly review the implementation of information and data security. In 2025, we will start to implement the ISO 27001 Information Security Management System standard to obtain ISO 27001 certification in 2026.



Enhancing Intellectual Property Management

- Since July 1, 2019, Richtek has promulgated the 'Code of Ethical Conduct,' establishing eight principles to guide employees in ethical standards for various duties and activities, requiring all employees to respect intellectual property rights and adhere to confidentiality obligations.



Promoting Environmental, Social, and Corporate Governance (ESG) Sustainable Development

- In coordination with MediaTek's consolidated subsidiaries' greenhouse gas inventory and assurance, from 2024, the scope of our greenhouse gas inventory will expand from the Hsinchu headquarters to global locations. We also adhere to MediaTek's publicly announced net-zero timeline, aiming to achieve net-zero greenhouse gas emissions by 2050. For more detailed information on the net-zero timeline, please visit the MediaTek website.



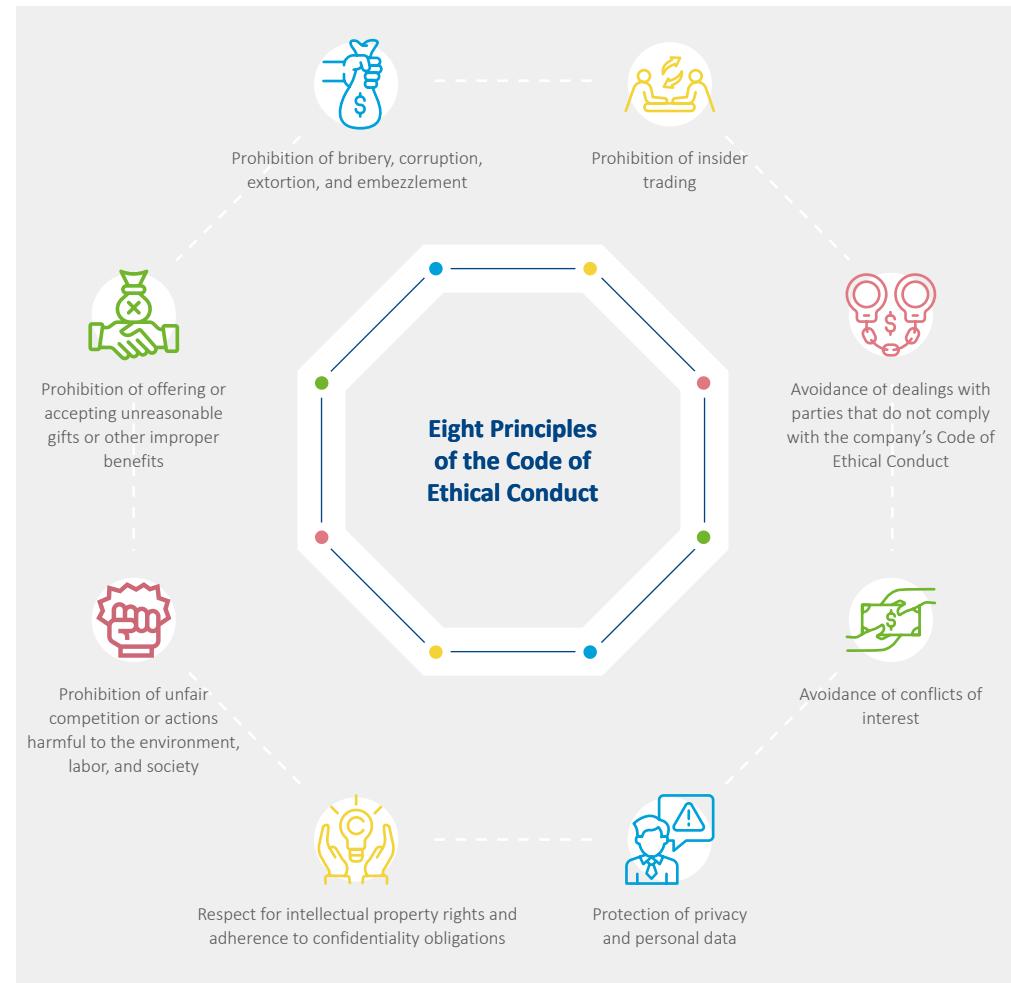
4.1.4 Financial Performance

Richtek is an internationally recognized analog IC design company, focused on providing customers with a diverse and competitive range of products and comprehensive power management solutions. Our products are widely applied in areas such as computers, consumer electronics, network communication devices, and large panel displays. As Richtek Technology is now a wholly owned subsidiary of MediaTek, relevant financial performance data, including operating revenue, operating costs, and net profit after tax, are included in MediaTek's consolidated financial reports. For more detailed information on our financial performance, please refer to MediaTek's 2024 consolidated financial report.



4.2 Integrity and Legal Compliance

Integrity is one of the core values of Richtek. We adhere to integrity and honesty in performing our duties to maintain a fair and trustworthy reputation. Integrity has always been our most important core value and asset. The practice of our core values is crucial for the success of the company. Therefore, based on the Code of Conduct for Integrity Management, the "Code of Business Conduct and Ethics" was enacted on July 1, 2019, which clearly guides the ethical standards of various duties and activities. The company expects every colleague to conduct all business in accordance with the regulations, treating trading counterparties fairly and impartially. Richtek has a zero-tolerance policy for violations of ethical standards of conduct, especially for corruption, bribery, unfair competition, leakage of confidential information, and insider trading. Richtek explicitly states in relevant important regulations, work rules, and commitment documents that it strictly adheres to the moral discipline of integrity and honesty, requiring all employees to do the right thing in the right way and abide by the ethical standards of conduct specified in the regulations in all of their duties and activities, especially when dealing with any matters related to trading counterparties. The Human Resources Department is the dedicated unit for the Code of Ethical Conduct at Richtek Technology, responsible for regular review, modification, and interpretation, while the Internal Audit Department oversees its implementation. When internal or external stakeholders discover violations of the ethical code, they can use the reporting channels to file complaints, and the company will immediately initiate investigation procedures to protect the legal rights of the whistleblower. No major legal violations occurred in 2024.



Whistleblowing Procedure

If any employee discovers behavior that violates the Code of Ethical Conduct or internal regulations, they may report it to their immediate supervisor or the Human Resources Department. The whistleblower's personal information and report details will be kept confidential and investigated by dedicated internal audit personnel.



Upon receiving a report, the company will contact the reporting employee to inform them of the subsequent investigation and procedures. During the investigation process, the employee's assistance may be required. Any personal information and reporting details provided by the employee will be kept confidential in accordance with the law, and appropriate protective measures will be implemented as required by applicable regulations.

Employee Participation in Training Programs

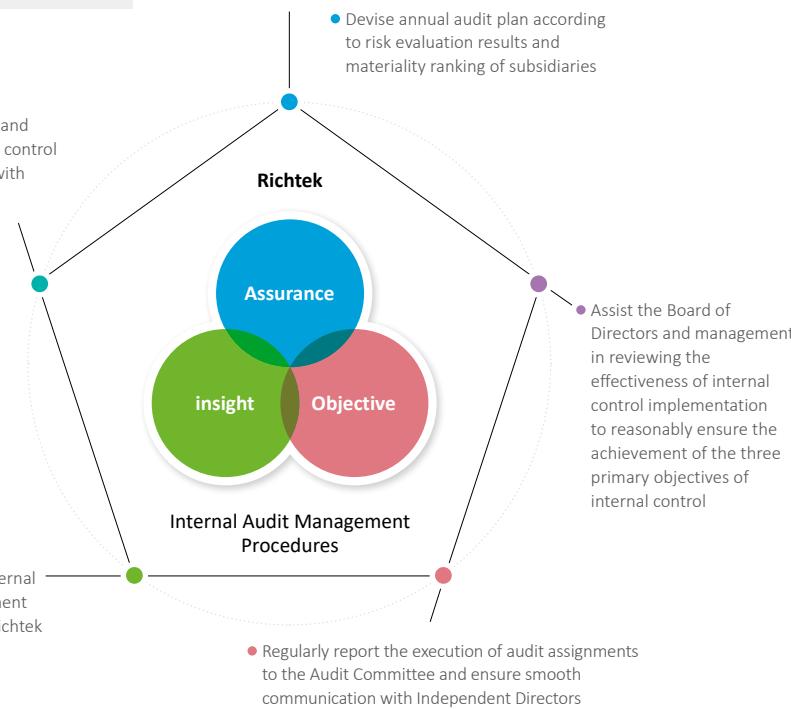
2024 Training Program	Number of Individuals Completed Trainings	Total Training Hours	Completion Rate
Code of Ethical Conduct (Mandatory for New Employees)	70	17.5	<div style="width: 100%;">100%</div>
Fundamental Concepts of Trade Secrets Act (Annual Training)	1,063	248	<div style="width: 100%;">100%</div>
Creating a Friendly Workplace, Preventing Illegal Infringement - Employee Edition (Annual Training)	892	104.1	<div style="width: 100%;">100%</div>
Creating a Friendly Workplace, Preventing Illegal Infringement - Supervisor Edition (Annual Training)	171	28.5	<div style="width: 100%;">100%</div>
Basic Legal and Intellectual Property Literacy (New Employee Training, In-Person Course)	43	21.5	<div style="width: 100%;">100%</div>

4.3 Internal Audit

Richtek adheres to legal regulations by establishing a continuously improving internal control system and an internal audit unit. The internal audit unit reports to the Chairman and the General Manager. The dedicated auditor conducts regular or project-specific audits annually, providing improvement suggestions and continuously tracking progress until completion. Richtek has formulated a "Code of Ethical Conduct" and established whistleblowing and grievance channels. During the whistleblowing and investigation process, the company maintains a swift, fair, and objective stance, ensuring the confidentiality of the whistleblower's identity, thereby enhancing the corporate governance mechanism.

Core Values of Internal Audit

- Execute audit plans and offer recommendations and consultation for internal control weaknesses, follow-up with improvement measures



Internal Audit Expertise

Professional Training	Explanation
Professional Licenses	Certified Public Accountant (CPA)
External Continuing Education Hours	12 hours
External Training Contents	Leveraging Python for Audit Automation Mastering Essential AI Techniques for Internal Auditing

Internal Control Implementation Results

Measurement of internal control implementation results

- Effectiveness and efficiency of operations (including Profitability, Performance, and Asset Security Assurance)
- Compliance with applicable laws, regulations, and bylaws
- Reliability, timeliness, transparency, and regulatory compliance of reporting

Incorporation of Greenhouse Gas Inventory into Internal Audit Mechanism

Richtek has established a "Greenhouse Gas Inventory Management Procedure," led by the Administration Div., responsible for the collection, calculation, report preparation, and verification of greenhouse gas emissions data. This data is integrated into the global inventory of the parent company, MediaTek. Internal audits will commence in the fourth quarter of 2025, conducted annually, to review the accuracy and reasonableness of the Administration Division's data collection and calculation regarding greenhouse gas emissions. The audits will include sampling inspections to ensure thorough verification of the processes involved.



4.4 Risk Management

To ensure sound corporate operations and effectively manage relevant operational risks, Richtek regularly identifies risk issues across the three major dimensions of governance, environment, and society. Each department responsible identifies related risk issues and proposes corresponding countermeasures. The scope of risk management and opportunity benefits are illustrated in the table below.

Risk Management Scope and Opportunity Benefits

Risk Dimension	Risk Issue	Impact	Management Approach	Response	Opportunity Benefits
Business risks	Affect the safety of Richtek employees and equipment, causing interruptions in internal operation	Emergency Response Management Procedure	<ul style="list-style-type: none">In the event of an accident or emergency situation during operations or activities, an emergency response team can be promptly established to implement response measures. This is to prevent the situation from worsening and to eliminate or mitigate the impact of the incident.		<ul style="list-style-type: none">Proper management of operational risks can protect our most valuable asset—our employees. Additionally, it enhances stakeholders' confidence in Richtek's operations, particularly for customers and suppliers, ensuring that their interests in business collaborations are minimally impacted.
Governance	Cyberattacks and information leaks can undermine the protection of goodwill and intellectual property, leading to severe issues such as operational disruptions, financial losses, or legal and contractual violations. Over the long term, these problems can cause profound damage to the company's image and customer relationships, thereby affecting the foundation of the company's sustainable development.	Information Security Committee	<ul style="list-style-type: none">In the event that any employee experiences an injury or a near-miss incident at the workplace, during commutes, or while on business trips, they are provided with appropriate procedures to minimize the extent of harm. Through investigation and review, the causes and preventive measures are identified to prevent the recurrence of similar incidents.In the event of an emergency disaster at an outsourced facility, the department responsible should follow this procedure for reporting and implementing response measures to ensure timely monitoring, reporting, and adjustment of production and shipments. The procedure involves assessing the severity of the disaster, gathering information on the impact, providing insights into effects on production and shipments, proposing countermeasures, and conducting follow-up until the situation is resolved or production returns to normal.		<ul style="list-style-type: none">Strengthen the collaborative relationship between Richtek and its suppliers to effectively monitor and manage supplier conditions.
Information security	Cyberattacks and information leaks can undermine the protection of goodwill and intellectual property, leading to severe issues such as operational disruptions, financial losses, or legal and contractual violations. Over the long term, these problems can cause profound damage to the company's image and customer relationships, thereby affecting the foundation of the company's sustainable development.	Information and Communication Security Management	<ul style="list-style-type: none">Over the years, Richtek has consistently met the cybersecurity requirements of its customers and MediaTek. To manage information security risks and adhere to international standards, the company has established an Information Security Committee to review the implementation of information and data security, convening at least biannually, with the flexibility to hold additional meetings as needed based on cybersecurity risk management requirements.To enhance information and communication security management, Richtek observes and assesses its own information security landscape by referencing the NIST Cybersecurity Framework (CSF) standards. The company has established protective and control measures for information security: 1. Identify 2. Protect 3. Detect 4. Respond 5. Recover.		<ul style="list-style-type: none">By adhering to cybersecurity policies and intellectual property information management standards, Richtek regularly audits the effectiveness of its cybersecurity control systems to enhance the company's resilience and responsiveness to cyberattacks. This approach helps prevent financial losses, legal violations, and breaches of contract, while also fostering solid and trustworthy customer relationships and a strong brand image.

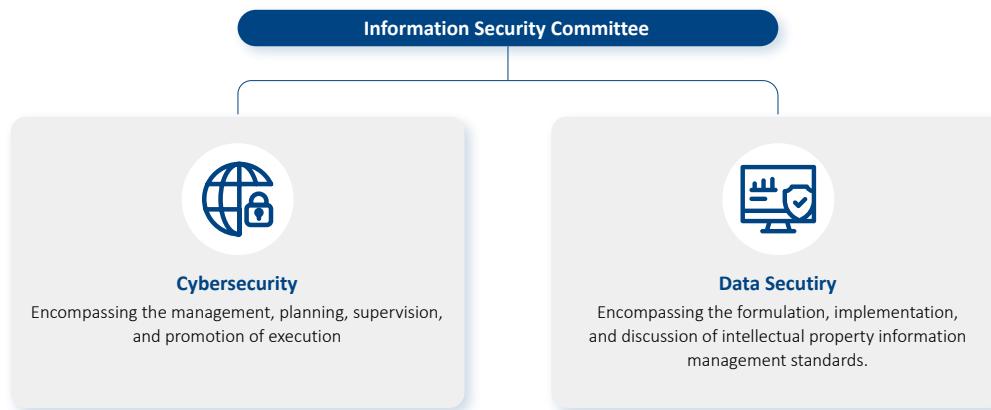
Risk Dimension	Risk Issue	Impact	Management Approach	Response	Opportunity Benefits
Environment	Climate Change	To reduce the occurrence of extreme weather, the global community pays much attention to whether corporates comply with environmental protection trends or standards.	Environmental, Safety, and Health Policy Organization-Wide Risk Management Procedures, and Green Product Policy	<ul style="list-style-type: none">Each year, in accordance with Richtek's Environmental, Safety, and Health Policy, an annual management plan is established. Through internal education and awareness programs, employees are made aware of the impacts and implications of climate change.Richtek also formulates green product management procedures based on major global regulations, clearly defining the management plan for hazardous substances in its products. Outsourced partners are required to regularly submit relevant test reports and undergo audits to verify their management processes. Additionally, raw materials are sampled annually and tested by third-party agencies to ensure that all products comply with international hazardous substance regulations.	<ul style="list-style-type: none">Enhancing Richtek's green competitiveness to create differentiated value.
Social	Human rights risks	We regularly undertake human rights risk assessments for employees to prevent illegal activities and the deterioration of labor-management relations.	International Human Rights Conventions, local labor law and regulations, and labor-management meetings	<ul style="list-style-type: none">From a regulatory perspective, Richtek ensures that labor policies comply with international human rights conventions and local government regulations. Regarding labor-management relations, regular labor-management meetings are held to facilitate communication and consensus on the implementation of human rights policies, working conditions, labor environment, policies, and compensation and benefits-related topics. This approach ensures transparency of information and smooth communication between labor and management.	<ul style="list-style-type: none">Richtek provides employees with opportunities to showcase their potential and receive fair compensation, thereby shaping a strong employer brand image by fostering an inclusive and friendly workplace.



4.5 Information Security Management

4.5.1 Information Security Management Framework

To manage information security risks, Richtek has established an Information Security Committee. This committee regularly reviews the implementation of information and data security, convening at least once every six months, with the flexibility to hold additional meetings as needed based on cybersecurity risk management requirements.



4.5.2 Information Security Management Strategy

Richtek adheres to MediaTek's information security policy, establishing a dedicated information security department to ensure the effectiveness of incident handling, and requires all suppliers to comply. An effective communication channel for supplier information security has been established. Additionally, information security requirements and standards are incorporated into outsourced information system contracts, with clearly defined vulnerability patching principles to prevent outsourced system vulnerabilities from impacting company operations, thereby fostering a trusted corporate environment.

In terms of establishing security control measures, Richtek references the NIST Cybersecurity Framework (CSF) standards, integrating control measures of Identify, Protect, Detect, Respond, and Recover into daily operations. This includes formulating information security standards, developing and implementing corresponding defense

measures, establishing mechanisms for real-time detection and alerting of information security incidents, setting up response teams, and devising data backup plans. These information security control measures are implemented to ensure that products are free from security or privacy vulnerabilities and to enhance information security resilience.

4.5.3 Practicing of the Management System and Management Results

Since 2020, Richtek has continuously validated the implementation of its information security measures. This is achieved through advanced security technologies such as multi-factor authentication, network segmentation, vulnerability scanning and remediation, email and internet browsing protection, automatic network threat detection, and automatic blocking of critical alerts. Additionally, the company has incorporated red team exercises, penetration testing, and reviews of corporate network boundaries to enhance endpoint access security and identify protection blind spots within the corporate architecture, thereby refining security defenses and improving control measures. In 2025, Richtek plans to implement the ISO 27001 international information security management certification.

Score 97

The third-party cybersecurity risk assessment yielded a score of 97, surpassing the average for IC design companies.

Key Achievements in Information Security Implementation:

Network Security Management: Established a global cybersecurity shield and implemented cloud protection solutions to create a more secure network environment.

Personnel Information Security Management and Education: Conducted information security training for new employees upon onboarding, organized biannual information security training sessions for all employees, and carried out biannual social engineering exercises (phishing email simulations).

Computer Operations Security: Focused on antivirus and malware detection for office computers, server security management, vulnerability management and remediation, deployment of security agents on endpoints, and intelligent endpoint protection.

**Chapter 05**

Environmental Management

In response to domestic and international green environmental and carbon reduction initiatives, Richtek extends these efforts to supplier management.

- 5.1 Responsible Supply Chain Management
- 5.2 Climate-related Risk and Opportunity Management
- 5.3 Environmental Management

ESG Highlights

- + 100% compliance with supplier BCP & ESG audits
- + Environmental investment in 2024: Approximately NT\$5.6 million
- + Energy savings: 269,375 kWh, equivalent to a reduction of approximately 127,684 kgCO₂e
- + Cumulative energy savings rate for 2024: 6%



5.1 Responsible Supply Chain Management

As a leading technology provider in the global semiconductor industry, Richtek is positioned at the forefront of the value chain. All back-end processes, including raw material procurement, OEM manufacturing, packaging, and testing, are carried out by suppliers, fostering partnerships characterized by professional division of labor and mutual cooperation.

Management Action	2024 Outcome	Short-term Goal (1-3years)	Mid-to-Long-term Goal (4-10years)
BCP & ESG Audit	100% Passed	Maintain a 100% pass rate	Maintain a 100% pass rate
RBA VAP Audit (OSAT suppliers)	50% of key suppliers completed the audit.	70% of key suppliers completed the audit.	90% of key suppliers completed the audit.
Supplier Code of Conduct	Establish a Code of Conduct	70% of suppliers signed Richtek's Code of Conduct Commitment.	90% of suppliers signed Richtek's Code of Conduct Commitment.

Note: Key suppliers are defined as those accounting for the top 90% of total annual procurement expenditure.

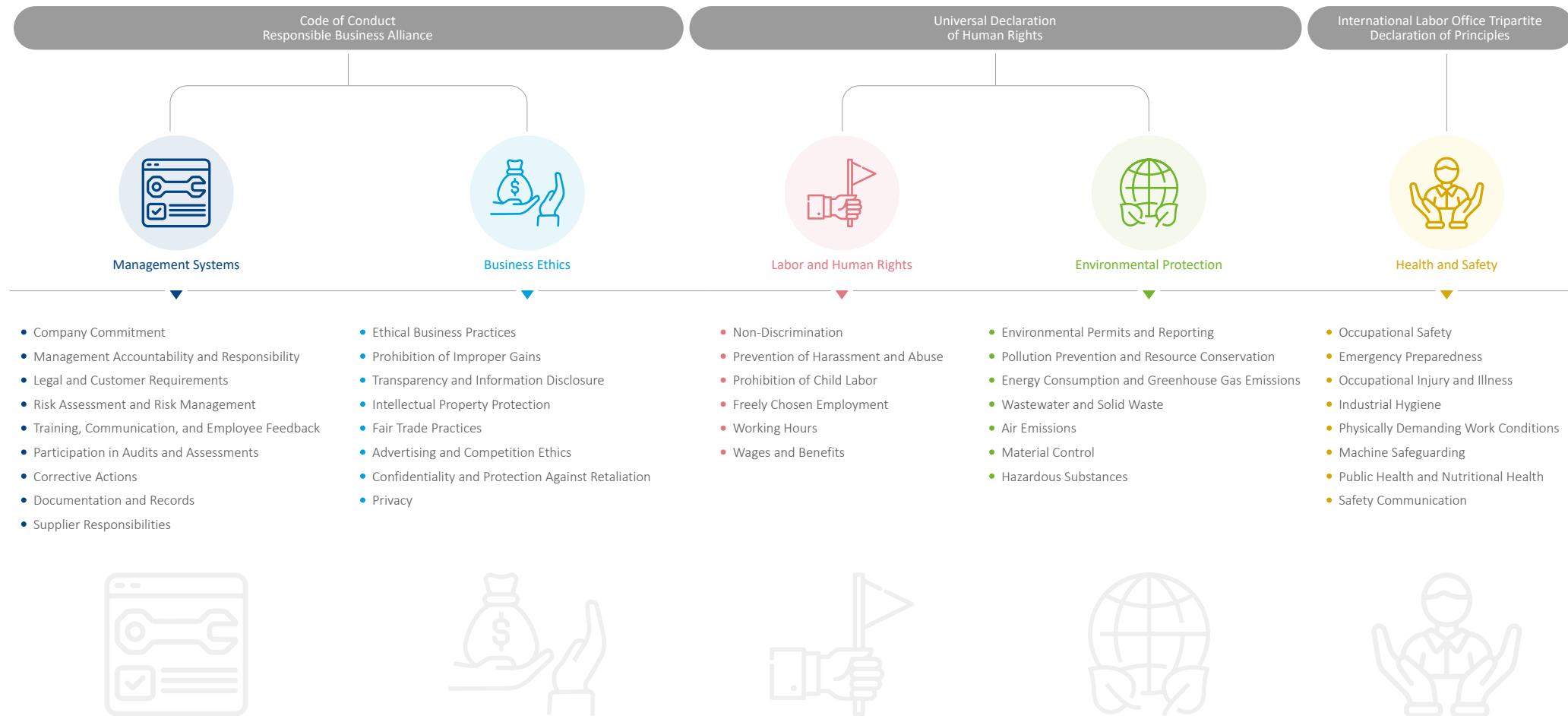


5.1.1 Overview of Richtek's Supply Chain Sustainability Management Tools SDG 8.7



In 2024, Richtek formally incorporated the Responsible Business Alliance Code of Conduct, the International Labour Organization's Tripartite Declaration of Principles, and the United Nations Universal Declaration of Human Rights into its Supplier Code of Conduct, requiring all key suppliers to respond and comply. As a leading enterprise in the global electronics industry supply chain, Richtek continues to uphold the rights and welfare of its workforce and communities. Our Supplier Code of Conduct encompasses five key areas: Labor and Human Rights, Health and Safety, Environmental Protection, Business Ethics, and Management Systems, with a total of 38 corresponding indicators, continuously addressing internationally recognized social responsibility standards. Our goal is for 70% of key suppliers to achieve compliance within the next three years.

Richtek's Supplier Code of Conduct



Target for Supplier Code of Conduct Compliance Rate



5.1.2 Sustainability Risk Evaluation Standards for New and Existing Suppliers SDG 12.7

Due to the increasing focus of global customers and the general public on issues beyond price, quality, and service standards, extending to the importance of social and environmental regulations and legal responsibilities in local countries, Richtek has consolidated evaluation standards across economic, social, and environmental dimensions. This is to ensure the supply chain strictly adheres to and continuously enhances corporate governance, energy conservation and carbon reduction, green procurement and production, employee care, and expanded social engagement as part of its corporate sustainability development mission. This approach aims to prevent risks associated with improper management in any segment that could harm stakeholders' interests, such as environmental pollution, product quality issues, production capacity, and labor shortages. Such risks could lead to abnormal shipments, increased costs, and decreased revenue for Richtek, ultimately affecting the company's reputation, image, and competitiveness. Richtek requires all new suppliers to meet these evaluation standards and conducts annual assessments of existing key suppliers to ensure ongoing compliance and appropriateness.

Sustainability Risk Assessment for New and Annual Suppliers			
Sustainability dimension	Management dimension	Management standards	Overall achievement rate
 Economic dimension	In alignment with Richtek's strategic positioning and delivery rate requirements, we are dedicated to enhancing product quality, collaborating with suppliers to pursue the industry's highest quality standards, and continuously improving and developing innovative technologies.	Delivery Lead Time, Production Capacity, Service, Engineering Yield Rate, New Product Introduction, ISO 9001 Quality Management System, IATF 16949 Automotive Quality Management System	 100%
 Environmental dimension*	Committed to ensuring that suppliers do not use hazardous substances, while integrating environmentally friendly green design at the product lifecycle's inception, and requiring suppliers to jointly implement green innovation.	ISO 14001 Environmental Management System, QC 080000 Hazardous Substance Process Management (HSPM), Sony Green Partner Standards	 90%
 Social dimension	Fulfillment of social responsibility by suppliers, conformity to international labor rights, and provision of a safe and healthy work environment.	Richtek Supplier Code of Conduct, Responsible Business Alliance Code of Conduct, Conflict-Free Minerals, ISO 45001 Occupational Health and Safety Management System	 75%

Note: Supplier Environmental Management

- Suppliers are required to develop non-use and reduction plans for environmental regulations to comply with Richtek's "Environmental Substance Management Procedure".
- Supplier evaluations include their environmental management policies and systems.

5.1.3 Key Material Risk Management SDG 16.2

Environment-related Substance Management Procedure



As a front-end service provider of the semiconductor value chain, we harness innovative technologies to minimize the environmental and social impacts of our products. We also conduct risk management for key materials required for the manufacturing process by implementing requirements and selections (incl. conflict mineral surveys and local procurement) for the supply chain with the goal of realizing corporate sustainability. In light of the global environmental concerns, the semiconductor and electronics industries are increasingly paying attention to the need for environmental protection and the elimination of hazardous (banned) substances in electronic components and systems.

1 Supplier Selection

In the initial stage of selecting suppliers, Richtek requires that they possess ISO certification and confirm their compliance with Richtek's green product specifications which cover the global statutory, regulation and also the customer's requirements.

2 Material Verification

Richtek defines the standard procedures to verify the regulation compliance status by reviewing the material data including the Safety Data Sheet and the ICP reports from the suppliers. The items include RoHS, REACH, Conflict Mineral, and also other customer specific requirements such as US TSCA, Prop.65, etc.

3 Status Monitoring

After the materials are qualified and used in Richtek products, Richtek monitors evidence (such as testing reports and declaration) from our suppliers regularly and upon regulation update to ensure the products compliance with the latest regulations.

Conflict Minerals

Protection of human rights is one of Richtek's core concepts in the field of social responsibility. The company has been conducting conflict mineral surveys since 2013 and established relevant management regulations to ensure suppliers comply with its conflict-free minerals policy through audits and periodic data updates.

Total smelters verified by RMI: 583 smelters (100%)		
Gold	51 Smelters	8.75%
Tantalum	25 Smelters	4.29%
Tin	55 Smelters	9.43%
Tungsten	20 Smelters	3.43%
Cobalt	171 Smelters	29.33%
Mica	35 Smelters	6.00%
Copper	100 Smelters	17.15%
Graphite	2 Smelters	0.34%
Lithium	66 Smelters	11.32%
Nickel	58 Smelters	9.95%

5.2 Climate-related Risk and Opportunity Management

In order to understand the risks and opportunities associated with climate change for Richtek, the following description of management actions is based on the TCFD (Task Force on Climate-related Financial Disclosures) framework of governance, strategy, risk management, indicators and targets.

Type	Management Actions					
 Governance	The Role of the Board's Oversight and Management's Role					
	<p>Richtek, as a subsidiary of MediaTek, fully aligns with MediaTek's policies on climate risk issues. In compliance with the parent company's requirements, Richtek submits ISO 14064 greenhouse gas inventory results to MediaTek to support the achievement of the group's inventory timeline and targets.</p>					
Identification of Climate-Related Risks and Opportunities						
<p>Through the cross-departmental working group of the Corporate Sustainability Development Committee, we evaluate and further consider the nature of our industry in collaboration with external experts. We have identified and consolidated the following climate-related risks and opportunities that are highly relevant to the company in the short-term (2024-2025), medium-term (2026-2030), and long-term (2031-2050):</p>						
Type	Risk Issue	Potential financial impact	Time horizon			
 Strategy	<p>Transition risk (Market) International low-carbon transition trends and greenhouse gas pricing regulations</p> <p>Transition risk (Policy and regulations) Greenhouse gas emission reporting obligations</p> <p>Physical risk (Immediate) Extreme precipitation or flooding leading to operational disruption</p> <p>Opportunity (Resource efficiency) Encouraging supply chain to improve resource utilization efficiency</p> <p>Opportunity (Resource efficiency) Improving energy efficiency of existing buildings and ensuring that new sites meet green building standards</p> <p>Opportunity (Products and services) Moving products toward low-power design to help end-consumers reduce energy use in the usage stage</p>	<p>Expansion of greenhouse gas pricing regulations and increased rates lead to higher operating costs.</p> <p>In response to the policies and regulatory requirements affecting our parent company, Richtek is required to conduct greenhouse gas inventories for Scope 1 and Scope 2 emissions. This may necessitate strengthening our inventory personnel or evaluating the establishment of a data collection system for emissions calculation and inventory, potentially leading to increased operational costs and workload.</p> <p>Increased frequency of flood events due to extreme weather events may cause damage to Richtek's operational sites or impact supply chain production facilities, leading to delayed supply or disruption.</p> <p>Actively respond to diverse market demands for IC product carbon footprints in different regions, continuously track and regularly update existing and new clients' emission reduction expectations, and enhance business partnerships, thus facilitating revenue growth.</p> <p>Promote energy-saving projects and implement green building standards, to reduce energy costs.</p> <p>Low-power product design can help end-consumers reduce energy usage during the usage stage.</p>	<p>Long-term</p> <p>Short-term</p> <p>Long-term</p> <p>Medium-term</p> <p>Short-term</p> <p>Medium-term</p>			

Type	Management Actions	
Integration of Climate-Related Risk and Opportunity Management with Organizational Business and Strategy		
Strategy	Countermeasures	Performance and achievement status
	<p>The original office utilized energy-intensive fluorescent lighting, which has been progressively replaced with energy-efficient LED lighting since 2019. Starting in 2021, new offices have been equipped with energy-efficient LED lighting during their setup. From 2019 to 2024, over 3,000 lighting fixtures have been replaced.</p>	<p>Annually, approximately 340,000 kilowatt-hours of electricity are saved, equivalent to a reduction of approximately 161 tCO₂e emissions each year.</p>
2 Climate Disaster Adaptation (Climate Adaptation Management Strategy)		
Strategy	Countermeasures	Performance and achievement status
	<p>Richtek, as an analog IC design company, is positioned at the forefront of the overall value chain, with downstream activities such as raw material procurement, contract manufacturing, packaging, and testing all executed by suppliers. Therefore, to address the disasters brought about by extreme weather events and climate conditions, the company requires its supply chain to review and implement measures to enhance resilience, ensuring the establishment of business continuity plans that can effectively respond to such challenges.</p>	<p>No operational interruptions occurred due to climate-related risks in 2024.</p>
Strategic Planning Under Climate Scenarios		
<p>1 Assessment of Transition Risks: In response to the parent company's directive to align with the group's net-zero target, the company aims to achieve net-zero greenhouse gas emissions by 2050. By 2030, Richtek plans to reduce Scope 1 and Scope 2 greenhouse gas emissions by 40% compared to the 2020 baseline, and Scope 3 emissions by 25%. Additionally, all global group offices (excluding data centers) will use 100% renewable energy. This emissions scenario is used to assess the impact of transition risks related to greenhouse gases.</p> <p>2 Assessment of Physical Risks: We reference the IPCC RCP 8.5 or SSP5-8.5 scenarios for evaluation and utilize the WRI Aqueduct tool to identify the risk impacts of water resource stress on our locations.</p>		

Type	Management Actions																						
 Risk Management	Identification and Assessment of Climate-Related Risks, and Management Processes																						
	<p>1 The management of transition risks is implemented through sustainable supply chain management and the ISO 14001 Environmental Management System. Suppliers are selected based on the three core ESG dimensions, ensuring the establishment of robust management systems and organizational structures. By adhering to the PDCA management cycle, a systematic approach is adopted to maintain alignment between environmental protection goals and execution strategies. Additionally, pollution prevention mechanisms are established to enable Richtek to exert a greater influence in advancing environmental protection.</p> <p>2 The management of physical risks is integrated into the emergency response management procedures. In the event of accidents, emergencies, or natural disasters during operations or activities, an emergency response team can be promptly established to implement response measures. This approach is designed to prevent the situation from worsening and to eliminate or mitigate the impacts caused by such events.</p>																						
	Integrated into the Organization's Comprehensive Risk Management System																						
	Richtek aligns with its parent company in adopting the IFRS Sustainability Disclosure Standards, incorporating the company's climate-related risks and corresponding mitigation measures into MediaTek Group's climate risk management framework.																						
 Indicators and Targets	Metrics Used for Assessing Climate Risks and Opportunities																						
	Greenhouse Gas Emissions, Cumulative Energy Savings, Renewable Energy Usage, Days of Operational Disruption, Clean Waste Plastic Recycled Quantity																						
	Historical Greenhouse Gas Emissions																						
	<table border="1"> <thead> <tr> <th></th><th>2022</th><th>2023</th><th>2024</th></tr> </thead> <tbody> <tr> <td>Scope 1 Greenhouse Gas Emissions (tCO₂e)</td><td>138.05</td><td>135.69</td><td>169.49</td></tr> <tr> <td>Scope 1 Greenhouse Gas Emissions (tCO₂e)</td><td>3,545.80</td><td>3,672.81</td><td>3,691.13</td></tr> <tr> <td>Scope 1 Greenhouse Gas Emissions (tCO₂e)</td><td>441,317.57</td><td>394,122.92</td><td>418,968.48</td></tr> <tr> <td>Total (tCO₂e)</td><td>445,001.42</td><td>397,931.42</td><td>422,829.10</td></tr> </tbody> </table>				2022	2023	2024	Scope 1 Greenhouse Gas Emissions (tCO ₂ e)	138.05	135.69	169.49	Scope 1 Greenhouse Gas Emissions (tCO ₂ e)	3,545.80	3,672.81	3,691.13	Scope 1 Greenhouse Gas Emissions (tCO ₂ e)	441,317.57	394,122.92	418,968.48	Total (tCO₂e)	445,001.42	397,931.42	422,829.10
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5.3 Environmental Management

Richtek is committed to implementing green initiatives and energy-saving carbon reduction actions, seeking any possible means for climate change mitigation and adaptation. Richtek has achieved ISO 14001 Environmental Management System certification, utilizing the PDCA management cycle to ensure consistency between environmental protection goals and execution strategies through a systematic management approach. This includes establishing mechanisms for pollution prevention and improvement, thereby enhancing Richtek's impact on environmental protection. Additionally, Richtek has also achieved ISO 45001 Occupational Health and Safety Management System certification, ensuring a healthy and safe working environment for employees through systematic management.

5.3.1 Environmental Policies

Richtek is a global fabless semiconductor company focused on IC design. The manufacturing processes such as wafer fabrication, packaging, and testing are outsourced to external suppliers. Therefore, Richtek emphasizes implementing green product design, green procurement and management of outsourced suppliers, reducing resource and energy waste, and ensuring employee health and safety. This approach is not only part of Richtek's corporate sustainability strategy but also an important asset for future international competitiveness. Richtek actively implements its environmental policy through the following four major management actions, with an environmental investment of approximately NT\$5.6 million in 2024.



Green design	Enhance awareness of environmental, safety, and health practices	Implement the environmental, safety, and health system	Execute energy-saving and waste reduction initiatives
Action:  <ul style="list-style-type: none"> Establish material standards in compliance with international hazardous substance regulations to minimize the environmental impact of suppliers' manufacturing processes and Richtek's products, thereby achieving the company's sustainability goals. Achievements:  <ul style="list-style-type: none"> All products comply with various international or major regional regulations, and compliance declarations such as RoHS, REACH, and Halogen Free are publicly available on the company's website. 	Action:  <ul style="list-style-type: none"> Plan environmental, safety, and health awareness and training programs, enhancing on-the-job education for general workers by incorporating the environmental management system into the curriculum. Achievements:  <ul style="list-style-type: none"> Incorporate the "ISO 14001 Environmental Management System" into on-the-job training for general workers. Through this course, employees can reacquaint themselves with the company's policies, regulatory standards, carbon reduction goals and measures, waste management, and energy-saving and waste reduction practices in daily life. In 2024, a total of 449 employees were trained, achieving a 100% completion rate. 	Action:  <ul style="list-style-type: none"> Strengthen internal and external communication on environmental, safety, and health matters to enhance employees' environmental health literacy and achieve full participation. Achievements:  <ul style="list-style-type: none"> Continuously provide employees with information and awareness on environmental issues. Achieved a 30-point improvement in the "Environment" theme in the latest EcoVadis rating. Continue participation in the CDP Carbon Disclosure Project. Collaborate with customer supply chain management to consistently disclose environmental performance. 	Action:  <ul style="list-style-type: none"> Implement energy-saving and carbon reduction measures to decrease energy consumption, and promote the recycling of waste packaging materials within the company. Achievements:  <ul style="list-style-type: none"> The energy-saving project for air conditioning chillers and the replacement of LED energy-saving lighting fixtures are expected to save 269,376 kWh annually. In 2024, a total of 8 clean waste plastic recycling and disposal operations were conducted, reducing plastic waste by 2,115 kilograms. This approach replaces incineration with recycling and reuse, directly reducing carbon emissions from incineration by 719.10 kg.

Environmental expenditure

Unit:NT\$

Annual certification audits of the ESH management system	Commissioned clearance of domestic waste	Office and floor cleaning	Landscape maintenance
157,500	539,060	4,094,310	215,102
Vector controls	Cleaning supplies	Total expenditures	-
76,190	440,032	5,522,194	-

5.3.2 Energy Management SDG 7.3

In response to the expansion of its operational scale, Richtek experienced an increase in electricity usage in 2024, primarily due to the addition of new office locations, resulting in a total consumption of 7,909 megawatt-hours, which represents a 2.4% increase compared to the previous year. Despite the overall rise in electricity consumption, Richtek has consistently committed to energy-saving and carbon reduction measures, achieving a cumulative energy savings rate of 6% in 2024. The company will continue to plan and implement various energy reduction initiatives in the future.

Energy use conditions in the past three years			
Energy	2022	2023	2024
Natural gas (GJ)	0.00	0.00	0.00
LPG(GJ)	0.00	0.00	0.00
Gasoline (GJ)	3.83	8.33	10.54
Diesel (GJ)	0.00	0.00	0.00
Purchased electricity (GJ)	26,133.24	27,797.01	28,460.03
Renewable energy (GJ) (renewable energy certificate)	0.00	0.00	0.00
Total (GJ)	26,137.06	27,805.33	28,470.56
Energy intensity (GJ per person)	22.34	24.61	26.29
Ratio of electricity to total energy use (%)	99.99%	99.97%	99.96%
Renewable energy usage rate (%)	0.00%	0.00%	0.00%

Note: Heating value units are based on the heating value chart released by the Bureau of Energy

Three priorities of energy management and conservation in 2024

Efficiency enhancement Prioritize the selection of variable frequency equipment	<ul style="list-style-type: none"> Variable frequency technology can adjust the operating speed of equipment based on actual demand, significantly reducing electricity consumption and enhancing energy efficiency. Therefore, Richtek prioritizes the selection of variable frequency equipment during equipment installation or replacement. In 2024, Richtek's headquarters replaced vacuum pumps and IT room chillers with variable frequency models, which are expected to save 135,780 kWh annually, equivalent to a reduction of 64,360 kgCO₂e.
Energy-saving improvements for air conditioning Integration project for chiller unit management.	<ul style="list-style-type: none"> The air conditioning system at Richtek's headquarters originally utilized non-variable frequency chillers provided by the park's existing infrastructure. To enhance energy efficiency, the chilled water piping from the self-installed variable frequency chiller on the 1st floor was extended to connect with three office units on the 2nd floor. This allows the 2nd-floor offices to utilize the cooling provided by the variable frequency chiller, thereby achieving energy savings and reducing electricity costs. This initiative is expected to save 22,360 kWh annually, equivalent to a reduction of 10,599 kgCO₂e.
Energy-saving equipment and design LED energy-saving lighting fixtures	<ul style="list-style-type: none"> The original office lighting utilized traditional fluorescent fixtures. Since 2019, these have been progressively replaced with energy-efficient LED lighting. Starting in 2021, all new office spaces have been equipped with energy-saving LED lighting during construction. The company aims to achieve 100% adoption of LED energy-saving lighting across all offices in Taiwan (including laboratories and testing rooms) by 2025. In 2024, a total of 950 LED energy-saving lighting fixtures were replaced at the headquarters, resulting in an estimated annual energy savings of 111,235 kWh, equivalent to a reduction of 52,725 kgCO₂e. 
Renewable energy Solar power plant	<ul style="list-style-type: none"> In collaboration with MediaTek Group's green power procurement initiative, the goal is to achieve 100% renewable energy usage for office electricity (excluding data centers) by 2030. °

Note 1: The carbon reduction benefits listed in the table above are calculated using the 2024 electricity carbon emission factor of 0.474 kgCO₂e, as announced by the Ministry of Economic Affairs' Energy Bureau.

Note 2: The energy savings from LED lighting fixtures are calculated based on 11 hours of operation per day and 22 days of operation per month.

5.3.3 Greenhouse Gas Emission Management SDG 13.2

Greenhouse Gas Emission

Scope 1 & 2 GHG emissions

Richtek's greenhouse gas emissions from energy resource usage include sources such as purchased electricity, utility equipment, boilers, cooling towers, and chillers. The primary source of emissions is Scope 2 purchased electricity, which accounted for 95.66% of the total in 2024. As the company's operational scale continues to grow, we are committed to enhancing energy efficiency and planning for the use of renewable energy to reduce greenhouse gas emissions from our operations. Key reduction measures in 2024 included the ongoing replacement of lighting with LED energy-saving fixtures, upgrading pumps to variable frequency equipment, and integrating chiller unit management to improve electricity efficiency. Additionally, the company remains attentive to various climate actions, including Science Based Targets (SBT) aligned with limiting global warming to 1.5°C and the global renewable energy initiative RE100. In alignment with our parent company, MediaTek's plans, we achieved approval for our Science Based Targets (SBT) in the second half of 2025 and committed to achieving 100% renewable energy usage for global office electricity (excluding data centers) by 2030. Increasing the use of renewable energy is one of the primary methods for global companies to reduce carbon emissions and is also a necessary approach for Richtek to decrease greenhouse gas emissions. Therefore, we will follow MediaTek's plan to gradually achieve our company's greenhouse gas reduction targets.

Richtek GHG emission status

Item	Scope 1 GHG emissions			Scope 2 GHG emissions		
	Description	Direct emissions from sources owned or controlled by the organization		Indirect emissions from electricity input, heat, or steam		
Year	2022	2023	2024	2022	2023	2024
Emission quantity (ton CO ₂ e)	138	136	169	3,546	3,673	3,691
Scope of collected emission data* Revenues/Taiwan Office Personnel Ratio (%)	90.60%	90.70%	100%	90.60%	90.70%	100%

Note: Richtek has been conducting autonomous inventories since 2022. The main reason for the increase in greenhouse gas emissions in 2024 is the continuous expansion of office sites to meet operational demands.

Scope 3 GHG emissions (tCO ₂ e)				
	Scope 3 Type 2022	2023	2024	
01 Purchased goods and services	440,372.34	392,784.96	417,797.51	
02 Capital Goods	--	--	--	
03 fuel- and energy-related activities (excluding Scope 1 and Scope 2)	--	--	--	
04 Upstream Transportation and Distribution	1.34	1.47	1.54	
05 Waste Generated in Operations	--	--	--	
06 Business Travel	334.97	287.99	263.98	
07 Employee Commuting	528.17	971.28	826.35	
08 Upstream Leased Assets	--	--	--	
09 Downstream Transportation and Distribution	22.81	21.62	21.16	
10 Processing of Sold Products	--	--	--	
11 Use of Sold Products	--	--	--	
12 End-of-Life Treatment of Products	--	--	--	
13 Downstream Leased Assets	57.95	55.60	57.94	
14 Franchises	--	--	--	
15 Investment	--	--	--	
Total	441,317.58	394,122.92	418,968.48	

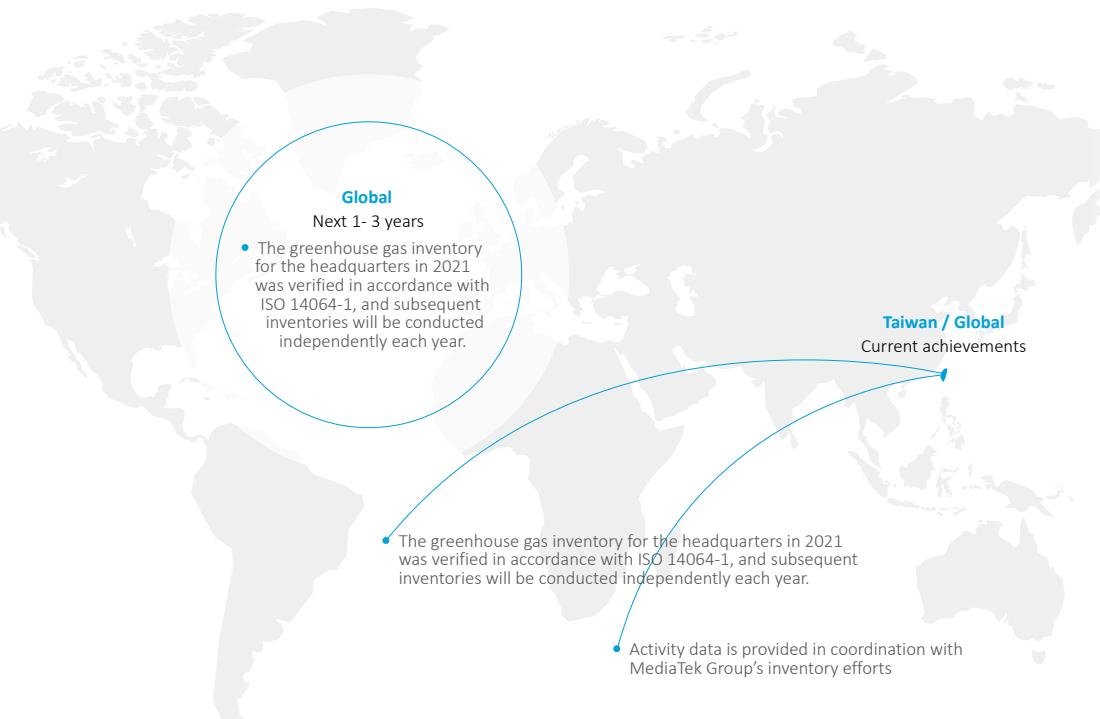
Richtek Scope 1 and Scope 2 GHG emission quantity of 2024 statistics

unit:tCO₂e

GHG Type	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Total Amount
2024	0.7534	85.1425	0.0225	83.5697	0	0	0	169.4880

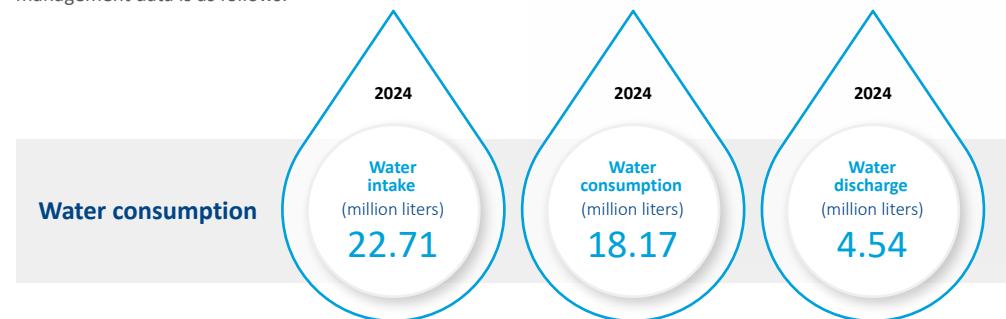
Note: GWP values are based on the IPCC Sixth Assessment Report.

Greenhouse Gas Inventory and Verification Targets



5.3.4 Water Resource Management

Richtek is an analog IC design company with no production sites, and water usage is solely for employee domestic purposes. We continuously promote water conservation awareness among our staff. The main office sources water from regional municipal suppliers. Although Richtek is not a major water consumer, we are committed to enhancing water resource management. In 2024, we utilized a total of 22,715 metric tons (approximately 22.71 million liters) of water. For risk management, we used the WRI Aqueduct tool to simulate and verify scenarios based on the IPCC RCP 8.5, confirming that our Taiwan locations are not in areas of high or above water stress. Additionally, wastewater, primarily domestic sewage, is collected and treated by the building's centralized system, with approximately 18,172 metric tons (about 18.17 million liters) discharged in 2024. Detailed water resource management data is as follows.



Note 1: One metric ton of wastewater is approx. equivalent to 0.001 million liters

Note 2: The water discharge volume is estimated at 80% of the water withdrawal. After treatment through the building's facilities, wastewater from Richtek Technology's headquarters is discharged into surface water bodies.

Note 3: Scope: Richtek's headquarters in Zhubei.

5.3.5 Waste Management SDG 12.5

To achieve resource recycling and reuse, we have strengthened waste management with a focus on waste reduction, ensuring effective classification, recycling, reuse, and proper disposal. We continuously improve waste storage, transportation, and treatment to minimize environmental impact. Richtek rigorously selects qualified partners for waste removal, treatment, and reuse, and periodically accompanies them to verify the waste removal process and the legitimacy of treatment facilities, fulfilling our supervisory responsibilities. As office building management handles municipal waste, actual statistical data was not available before 2024. Waste generation is estimated based on the average per capita daily general waste production from the Ministry of Environment's statistics. Moving forward, we will continue to implement waste sorting and resource recycling, and from 2025, we will use actual monitoring data to calculate waste generation to continuously improve our company's recycling rate.

Waste Treatment Table

2024				
Category	Waste category	Treatment method	Treated quantity (metric tons)	Percentage (%)
General business waste	Domestic waste	Incineration	339.63	98.40%
	Waste plastics	Recycling	2.16	0.62%
	Waste electronic components/ Scrap and defective products	Outsourced treatment	2.07	0.60%
	Waste printed circuit boards with components attached	Outsourced treatment	1.30	0.38%
Hazardous business waste	NA	NA	0.00	0.00
Total			345.15	100%

Note 1: As there was no statistical data available for domestic waste prior to 2024, the estimate is based on the Ministry of Environment's 2024 average per capita daily general waste generation of 1.382 kg. Starting in 2025, the actual generation of municipal waste will be monitored.

Note 2: As a fabless IC design company, Richtek does not generate hazardous industrial waste from manufacturing processes.

Note 3: The statistical data in this table pertains to Richtek's headquarters.

Waste Reduction Achievements

Expansion of Waste Plastic Packaging Recycling and Reuse

Richtek incorporates waste packaging materials generated from the disassembly of defective products returned by suppliers each quarter, as well as waste packing films and bags from unpacking returned goods, into its resource recycling program. In 2024, a total of eight clean waste plastic recycling operations were conducted, resulting in the collection of 2,115 kilograms of plastic waste. This represents a 49.05% increase compared to the total recycling volume of 1,419 kilograms in 2023. By opting for recycling and reuse over incineration, we directly reduced carbon emissions from incineration by 719.10 kg (with incineration producing 0.340 kg CO₂e/kg). By using recycled plastic to produce regranulated material, which substitutes for new material produced from fossil resources, we indirectly reduced carbon emissions during the plastic pellet production phase by 3,565.89 kg (with new material production at 2.21 kg CO₂e/kg and recycled material production at 0.524 kg CO₂e/kg).

* The carbon emission factors referenced here are sourced from the Product Carbon Footprint Information Network.



**Chapter 06**

Community Engagement

Richtek actively engages in philanthropic initiatives and community care. Through volunteer activities and charitable donations, we harness the collective strength of our employees to address local needs, striving to deliver positive impacts and fulfill our corporate citizenship responsibilities.

6.1 Social Welfare and Engagement

Volunteer Association Management Policy

- + In the Hsinchu Coastline Happy Beach Cleanup Project, a total of 19 volunteers participated in 2024, removing 28.9 kilograms of marine debris.
- + In the 2024 Richtek Gratitude Season, a total of NT\$ 118,300 was raised and fully donated to the Taiwan Leopard Cat Conservation Association to support on-site conservation efforts for the leopard cat.
- + In collaboration with the non-profit organization Big Rice Jar, Richtek launched an exclusive initiative to sponsor 120 sets of supplies.



6.1 Social Welfare and Engagement

6.1.1 Volunteer Association

Volunteer Association Management Policy

- To provide a platform for passionate employees to actively participate in social welfare initiatives,
- To promote environmental stewardship and encourage collective efforts in contributing to environmental sustainability.

Association Overview

Richtek remains committed to the practice of corporate social responsibility by actively encouraging employees to engage with social issues and participate in philanthropic activities, transforming compassion into tangible actions that give back to society. Since the establishment of the Volunteer Association in 2016, we have systematically managed and planned our efforts to gradually expand the company's involvement in the philanthropic sector. With the official implementation of the volunteer leave policy in Taiwan in 2024, we offer employees 2 days, totaling 16 hours of volunteer service time annually, further encouraging our colleagues to engage with and care for the community.

Adoption of the Hsinchu Coastline

Happy Beach Cleanup Project SDG 14.1

Since 2017, Richtek has adopted the Happy Beach along the Hsinchu coastline, initiating a philanthropic activity that continues to this day. Each year, the Volunteer Association organizes one to two beach cleanup events, inviting members of the association, employees interested in environmental sustainability, and their families to participate during their holidays. These events not only provide participants with a profound environmental education experience, highlighting the issue of marine debris, but also encourage them to change their consumption behaviors through personal actions, starting from the source, to protect the ocean and cherish the environment. In 2024, as the beach cleanup initiative entered its eighth year, the Volunteer Association rallied 19 volunteers and their families to participate in the Happy Beach cleanup, collectively contributing 38 hours of service and successfully removing 28.9 kilograms of marine debris.



6.1.2 Philanthropic Activity

Richtek Gratitude Season

Upholding the civic spirit of "giving back to society," the company hosts an annual Gratitude Season, which includes charitable donations, material contributions, and charity sales, encouraging employees to actively participate in social welfare. In 2024, the event was further aligned with the United Nations SDGs, focusing on promoting environmental sustainability through a series of themed activities. These initiatives aim to strengthen company cohesion, fulfill civic responsibilities, and simultaneously foster social harmony and development, providing tangible benefits to society.

Confidential C - Richtek

愛心捐款SDGs

2015年聯合國訂定了17項永續發展目標(SDGs)呼籲各國攜手合作
此次14家愛心捐款機構符合15項如下

1 財團法人博幼社會福利基金會竹東中心	9 財團法人台灣兒童暨家庭扶助基金會 新竹分事務所
2 財團法人新竹市私立新竹仁愛兒童之家	10 門諾基金會
3 財團法人羅慧夫顱顏基金會	11 台灣石虎保育協會
4 為台灣而教	12 社團法人台灣大米缸永續關懷協會
5 財團法人勵馨社會福利事業基金會 新竹分事務所	13 臺灣山林復育協會
7 中華鯨豚協會	14 社團法人台灣重新思考環境教育協會
8 社團法人台灣芒草心慈善協會	15 自然谷環境信託基地

▲ In alignment with the United Nations Sustainable Development Goals, RTK's charitable donation organizations in the year 2024 cover 15 categories

Charitable Donations

As a member of the semiconductor industry chain, Richtek is committed to fulfilling its civic responsibilities, protecting the environment, and promoting sustainable development. In 2024, under the theme of "Environmental Sustainability," we collaborated with the environmental public trust base "Nature Valley." This initiative involved 14 donation organizations, including Nature Valley, the non-profit organization Big Rice Jar, Taiwan Leopard Cat, and Taiwan Forest Restoration, aligning with 15 Sustainable Development Goals. In 2024, a total of 216 employees participated, donating NT\$ 2,304,600. From 2017 to 2024, over 1,800 employees have participated, with cumulative donations reaching NT\$ 18,733,396.

Material Donations SDG 2.1

From 2017 to 2021, Richtek fulfilled 696 Christmas wishes from schools in rural Hsinchu. From 2022 to 2023, we collaborated with the Credit Suisse Children's Foundation to fulfill 280 Christmas wishes for hospitalized children. In 2024, further aligning with the United Nations SDGs, we partnered with the Big Rice Jar Sustainable Care Association to launch an exclusive Richtek initiative to adopt 120 sets of supplies. This initiative encourages employees to adopt organic rice, supporting local farmers engaged in sustainable farming practices and providing food supplies to underprivileged groups to address their nutritional needs. The rice selected by Richtek is certified organic and recognized by the Friendly Farming Team, effectively reducing soil and water pollution, and demonstrating the company's dual commitment to environmental sustainability and social care.



Charity Sale

From 2017 to 2024, Richtek has consistently invited company associations, charitable organizations, and sheltered workshops, including those supporting individuals with developmental disabilities, to participate in our annual charity sale. All proceeds from the sales are donated to support philanthropic endeavors. In alignment with environmental sustainability, the event also encourages employees to bring their own shopping bags, thereby reducing the use of single-use plastic bags and promoting a culture of green consumption. In 2024, the charity sale raised NT\$ 101,559, with cumulative sales reaching NT\$ 874,143 over the years. We successfully engaged over 50 organizations, including SimplyICR, Syin-Lu Social Welfare Foundation, Manfair and others supporting individuals with developmental challenges. Through these charity sales, we aim to inspire employees to convey love and care while purchasing products, providing tangible assistance to underprivileged groups and generating a positive social impact.





Appendix

[About this Report](#)

[GRI Standard Index](#)

[SASB Standards - Semiconductors Sector](#)

[The Ten Principles of the UN Global Compact](#)

About this Report

We appreciate your time for reading the 2024 ESG Report of Richtek Technology Corp. ("Richtek"). This Report transparently and comprehensively presents Richtek's performance in the ESG (Environmental, Social, and Governance) domains and aims to help stakeholders understand our principles and actions regarding sustainable development. We also address the expectations and needs of our stakeholders within this report, offering relevant responses. In areas where improvement is needed, we maintain an open-minded approach, continuously striving to exceed stakeholder expectations.

Reporting Framework

This Report has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards 2021, providing comprehensive disclosures on Richtek's economic, environmental, and social impacts. It also addresses our stakeholders' key concerns, showcasing Richtek's performance and determination in sustainable development.

Scope of this Report

The reporting period is between January 1st, 2024 and December 31st, 2024. The 2024 report marks our inaugural publication. The scope of information disclosure is centered on our operational headquarters located in the Tai Yuen Hi-Tech Industrial Park in Hsinchu, Taiwan. In the future, we plan to gradually include significant information from subsidiaries within the consolidated financial statement boundary, thereby demonstrating Richtek's sustainable impact across the value chain.

Reporting Principles

Richtek has identified globally significant economic, environmental, and social issues and conducted a materiality analysis to assess the company's impact on these areas while understanding the topics of concern to stakeholders. These findings serve as the foundation for the key disclosures in this report. We adhere to the reporting principles outlined in the GRI Standards and follow the Account Ability Principle Standard (APS), incorporating the principles of materiality, inclusivity, responsiveness, and impact. Additionally, we reference the disclosure standards issued by the Sustainability Accounting Standards Board (SASB) for the semiconductor industry to ensure comprehensive and industry-specific reporting.

Management Approach

The ESG Task Force Team was responsible for preparing the data for this report, and upon completion, it was approved and authorized for release by the highest-ranking officer of the task force.

Richtek is a wholly owned subsidiary of MediaTek, and its financial information is primarily based on the consolidated financial statements of MediaTek, which have been audited and publicly disclosed by Ernst & Young. The financial data is presented in New Taiwan Dollars (NT\$). The calculation basis and units for environmental and social data are derived from publicly available government information. Any other quantitative data units with specific meanings will be explained through annotations.

Third-Party Assurance

This report has not been verified by a third party. In the future, we plan to conduct assurance in accordance with the AA1000 Assurance Standard v3, aiming for a Type 1 moderate level of assurance. This will ensure compliance with the requirements of the GRI Standards.

Richtek Technology Corp.

Date of Establishment	September 18, 1998
Listing Information	An unlisted company and operates as a corporate shareholder entity.
Capital	NT\$ 1,485,173,060
Main Businesses	Power management IC design and sales, power solutions, and customized system design support.
Contact Information	For continuous communication with our stakeholders, you may contact us and submit your feedback via the following methods: <ul style="list-style-type: none">• Responsible Unit: Richtek ESG Task Force Team• Address: 14F, No.8, Tai Yuan 1st Street, Zhubei City, Hsinchu, Taiwan• Tel. number: 886-3-5526789• Email: qsm@richtek.com
Richtek Website	https://www.richtek.com/

GRI Standard Index

Statement of Use		Richtek is publishing its 2024 ESG Report in accordance with GRI Standards. The data and information covered in this Report span from January 1, 2024, to December 31, 2024.					
GRI 1 Version Used	GRI 1: Foundation 2021						
GRI Sector Standards Applied	Nil.						
GRI Standards	Disclosure	Corresponding Report Section/Description	Page	Reason for Omission			
GRI Standards							
GRI 2: General Disclosures 2021	2-1 Organizational details	About this Report	65				
	2-2. Entities included in the organization's sustainability reporting	About this Report	65				
	2-3 Reporting period, frequency and contact point.	About this Report	65				
	2-4 Restatements of information	This year, no such instances have been observed.					
	2-5 External assurance	About this Report	65				
	2-6 Activities, value chain and other business relationships	1.1.1 Global Branding Events 5.1 Responsible Supply Chain Management	19 49				
	2-7 Employees	3.1.2 Unlocking Diverse Talent Potential	30				
	2-8 Workers who are not employees	3.1.2 Unlocking Diverse Talent Potential	30				
	2-9 Governance structure and composition	4.1.1 Board Members, and their Work Experience and Functions 4.1.3 Corporate Governance Enhancements	40 41				
	2-10 Nomination and selection of the highest governance body	4.1.1 Board Members, and their Work Experience and Functions	40				
	2-11 Chair of the highest governance body	4.1.1 Board Members, and their Work Experience and Functions	40				
	2-12 Role of the highest governance body in overseeing the management of impacts	Analysis of Material Topics Stakeholder Engagement 4.1.2 Corporate Sustainability Task Force	04 13 41				

GRI Standards	Disclosure	Corresponding Report Section/Description	Page	Reason for Omission
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Analysis of Material Topics Stakeholder Engagement 4.1.2 Corporate Sustainability Task Force	03 13 41	
	2-14 Role of the highest governance body in sustainability reporting	4.1.2 Corporate Sustainability Task Force	41	
	2-15 Conflicts of interest	4.1.1 Board Members, and their Work Experience and Functions	40	
	2-16 Communication of critical concerns	4.1.1 Board Members, and their Work Experience and Functions 4.4 Risk Management There were no critical concerns this year.	40 45	
	2-17 Collective knowledge of the highest governance body	4.1.1 Board Members, and their Work Experience and Functions 4.1.3 Corporate Governance Unit	40 42	
	2-18 Evaluation of the performance of the highest governance body	4.1.3 Corporate Governance Unit	42	
	2-19 Remuneration policies	3.2.2 Compensation Policy 3.2.4 Retirement Planning * For the clawback mechanism for managers, please refer to the Regulations for the Issuance of Restricted Stock Awards.	33 35	
	2-20 Process to determine remuneration	For more information, please refer to pages 22-23 of the MediaTek 2024 Annual Report.		
	2-21 Annual total compensation ratio	In 2024, the ratio of Richtek's global employees' median annual total compensation to highest-paid individual's compensation was 1:21; the ratio of the change in median annual total compensation to the change in highest-paid individual's compensation was 1:0.81		
	2-22 Statement on sustainable development strategy	Stakeholder Engagement	13	
GRI 3: Sustainable Development 2021	2-23 Policy commitments	Stakeholder engagement 3.1.1 Human Rights and Diverse and Inclusive Workplace Policy 3.1.2 Unlocking the Potential of Diverse Talent 4.2 Integrity and Legal Compliance 4.3 Internal Audit 4.4 Risk Management 4.5 Information Security Management 5.1 Responsible Supply Chain Management	13 29 30 42 44 45 47 49	

GRI Standards	Disclosure	Corresponding Report Section/Description	Page	Reason for Omission
GRI 2: General Disclosures 2021	2-24 Inclusion of Policy Commitments	Stakeholder Engagement 3.1.1 Human Rights and Diverse and Inclusive Workplace Policy 3.1.2 Unlocking the Potential of Diverse Talent 4.2 Integrity and Legal Compliance 4.3 Internal Audit 4.4 Risk Management 4.5 Information Security Management 5.1 Responsible Supply Chain Management	13 29 30 42 44 45 47 49	
	2-25 Processes to remediate negative impacts	Analysis of Material Topics Stakeholder Engagement	04 13	
	2-26 Mechanisms for seeking advice and raising concerns	Analysis of Material Topics Stakeholder Engagement 4.4 Internal Audit	03 13 45	
	2-27 Compliance with laws and regulations	4.2 Integrity and Legal Compliance	42	
	2-28 Membership associations	2.1.3 Engagement 2.1.4 Patent Strategies and Participation in Standard Organization	25 26	
	2-29 Approach to stakeholder engagement	Analysis of Material Topics Stakeholder Engagement	04 13	
	2-30 Collective bargaining agreements	There were no union or collective bargaining agreements, but periodic communication via labor meetings and multiple other communication channels were offered instead. The working conditions and employment terms for our employees are not influenced or determined by other collective bargaining agreements.		
	Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Analysis of Material Topics	04	
	3-2 List of material topics	Stakeholder Engagement	13	
Innovation and Product Responsibility				
GRI 3: Material Topics 2021	3-3 Management of material topics	Analysis of Material Topics Stakeholder Engagement	04 13	

GRI Standards	Disclosure	Corresponding Report Section/Description	Page	Reason for Omission
Raw Materials Usage Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Analysis of Material Topics Stakeholder Engagement	04 13	
Talent Attraction and Retention				
GRI 3: Material Topics 2021	3-3 Management of material topics	Analysis of Material Topics Stakeholder Engagement	04 13	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	3.2.1 Recruitment and Retention	31	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.2.2 Compensation Competitiveness 3.2.3 Benefit Policies 3.2.4 Retirement Planning 3.5.1 Employee Health and Safety Management	33 34 35 38	
	401-3 Parental leave	3.5.1 Employee Health and Safety Management	38	
Talent Cultivation				
GRI 3: Material Topics 2021	3-3 Management of material topics	Analysis of Material Topics Stakeholder Engagement	04 13	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	3.3.1 Diverse Talent Development Plan	29	
	404-2 Programs for upgrading employee skills and transition assistance	3.2.4 Retirement Planning	35	
Corporate Governance and Legal Compliance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Analysis of Material Topics Stakeholder Engagement	04 13	
Information Security Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Analysis of Material Topics Stakeholder Engagement	04 13	

GRI Standards	Disclosure	Corresponding Report Section/Description	Page	Reason for Omission
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no substantiated complaints regarding breaches of customer privacy or losses of customer data.		
Supplier Sustainable Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Analysis of Material Topics Stakeholder Engagement	04 13	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	5.1.3 Key Material Risk Management	52	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	5.1.2 Sustainability Risk Evaluation Standards for New and Existing Suppliers	51	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	5.1.2 Sustainability Risk Evaluation Standards for New and Existing Suppliers	51	
Social Participation and Value Co-creation				
GRI 3: Material Topics 2021	3-3 Management of material topics	Analysis of Material Topics Stakeholder Engagement	04 13	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	6 Community Engagement	61	
Specific Topics				
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	5.3.4 Water resource management	59	
GRI 306: Waste 2020	306-3 Waste generated	5.3.5 Waste Management	60	

SASB Standards - Semiconductors Sector

Topic	Code	Metric	Report Contents	Page	Description
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	5.3.3 Greenhouse Gas Emission Management	P.58	(1) 5.3.3 Greenhouse Gas Emission Management for relevant information on Greenhouse Gas Scope 1 (2) Richteck is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing, assembly or testing. Therefore, the metrics- manufacturing emissions is not applicable.
Greenhouse Gas Emissions	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	5.2 Climate-related Risk and Opportunity Management 5.3.3 Greenhouse Gas Emission Management	P.53 P.58	(1) Refer to 5.3.3 Greenhouse Gas Emission Management for relevant information on Greenhouse Gas Scope 1
Energy Management	TC-SC-130a.1	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	5.3.2 Energy Management	P.57	
Water Resource Management	TC-SC-140a.1	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	5.3.4 Water Resource Management	P.59	
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	5.3.5 Waste Management	P.60	Richteck is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing, assembly or testing. Therefore, hazardous waste disclosed in the report was mainly the defectives returned by suppliers (for test).
Employee Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	3.5 A Healthy and Safe Work Environment	P.38	
Employee Health and Safety	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations			None in 2024
Workforce Management	TC-SC-330a.1	Percentage of employees that require a work visa	3.1.2 Unlocking the Potential of Diverse Talent	P.30	For the risks related to employees with foreign nationality and living offshore, such as conflicts caused by culture differences or IP leakage, the Company has adopted responsive risk management measures, please refer to 4.5 Risk Management (human right risk, information security).
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474-declarable substances	Not applicable		Richteck is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing.
Product Lifecycle Management	TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	Not applicable		Richteck is a fabless IC design company, and its operation mainly consists of design and sales of chips. It does not have the information on processor energy efficiency at a system level.
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	5.1.2 Sustainability Risk Evaluation Standards for New and Existing Suppliers	P.51	
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations			None in 2024

Activity metrics	Disclosure Metrics	Report Contents/ Page	Description
TC-SC-000.A	Total production		Richtek's key products are analog chips and power management chips, and its outsourced production volume in 2024 was 4,200,000 thousand units.
TC-SC-000.B	Percentage of production from owned facilities	Not applicable	Richtek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing. Therefore, the value is 0.

* Sustainability Accounting Standards Board, SASB

The Ten Principles of the UN Global Compact

Type	Principle No.	Principle	Richtek Status	Report Content
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	✓	3.1.1 Human Rights and Diverse and Inclusive Workplace Policy
	Principle 2	Make sure that they are not complicit in human rights abuses.	✓	3.1.1 Human Rights and Diverse and Inclusive Workplace Policy
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	✓	3.2.3 Benefit Policies 3.4.1 Open and Transparent Communication
	Principle 4	the elimination of all forms of forced and compulsory labour;	✓	3.1.1 Human Rights and Diverse and Inclusive Workplace Policy
Environment	Principle 5	the effective abolition of child labour; and	✓	3.1.1 Human Rights and Diverse and Inclusive Workplace Policy
	Principle 6	the elimination of discrimination in respect of employment and occupation.	✓	3.1.1 Human Rights and Diverse and Inclusive Workplace Policy
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges.	✓	5 Sustainable Operations
	Principle 8	undertake initiatives to promote greater environmental responsibility; and	✓	5 Sustainable Operations
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	✓	2.2 Innovation in Practice 5 Sustainable Operations
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	✓	4.3 Integrity and Legal Compliance

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DESIGN SUPPORT

Cross reference, design tips, and more.

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