

MEDIATEK USA INC.

PRIVACY NOTICE

CALIFORNIA-RESIDENT CONTRACTORS

The following privacy notice is applicable to California residents working as independent contractors of MediaTek USA Inc. or any of its affiliate entities (collectively, “Company” or “MediaTek”), with respect to whom the Company processes Personal Information:

1. The following definitions apply to this privacy notice:

Personal Information: means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household. Personal Information includes, but is not limited to, the following if it identifies, relates to, describes, is reasonably capable of being associated with, or could be reasonably linked, directly or indirectly, with a particular individual or household: identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, health insurance information, biometric or genetic information (see paragraph 2 below for examples of Personal Information we collect and process).

THE INFORMATION WE COLLECT AND PROCESS

2. The Company collects and holds Personal Information about you as an independent contractor. Such details will include (but are not limited to) your curriculum vitae (to the extent you have provided one to the Company), independent contractor agreement, nationality, compensation information, and information pertaining to whistle-blowing and other complaints. The data may also include information about work-related accidents or injuries (to the extent you work onsite) and photographs.

WHAT WE DO WITH THE INFORMATION

3. The Company uses this Personal Information to the extent that it is necessary for the Company’s legitimate interests (including, without limitation, for staff administration and other operations), for the performance of your employment (for example, processing payroll) or contract, and to enable the Company to comply with its legal obligations (such as, for processing in relation to social security, immigration and authorization to work). In rare situations, such data may need to be disclosed as part of the disclosure process in legal proceedings.
4. The Personal Information and certain Special Categories of Data may be used, amongst other reasons, within the Company for:

- 4.1 engagement purposes. For example, such purposes include, conducting an evaluation of your professional history and experience and suitability for an independent contractor role;
 - 4.2 purposes of administration and payment of your fees;
 - 4.3 negotiation or communication with you;
 - 4.4 compliance with Company policies and/or legislation in relation to health, safety and other operational matters (including as part of anti-harassment procedures and investigations and risk assessments);
 - 4.5 reporting and investigating concerns under the Company's Code of Business Conduct and Ethics or other internal investigations; and
 - 4.6 analysis for management purposes and statutory returns;
5. When required the Company may need to disclose or transfer Personal Information relating to you to employees of the Company, or any affiliate company and their employees, or to third parties who perform functions on behalf of the Company. Such disclosure or transfer will either be on the basis that it is necessary to do so to comply with a legal obligation or because it is necessary for performance of your independent contractor agreement. Most typically this would mean data being transferred to the HR, legal, audit and finance Departments of any MediaTek group company (each "Group Company" and collectively, "Group Companies") based overseas including Taiwan. This might be part of Company or Group Company operations or for the purposes of investigations undertaken by the Company, other Group Companies or external professionals or prosecuting authorities in countries outside the U.S.
 6. The Company's whistle-blowing policy provides a reporting mechanism for concerns about potential or actual wrongdoing, including violations of laws, rules and regulations, within the Company. Such reports may result in the transfer of your Personal Information to authorized personnel within the Company and other Group Companies and in particular to certain employees of MediaTek Inc. in Taiwan. This data will be reviewed by the recipients and it may be necessary for reports to be compiled based on the data received and for those reports to be filed with regulatory bodies in the U.S. and elsewhere in the world. The data may also be used as part of any disciplinary process pursued against alleged wrongdoers.
 7. The Company may also need to disclose your Personal Information to the police, the Company's legal advisors, auditors, and accounts payable administrators, as well as to other Group Companies, credit checking and other agencies undertaking background checks on you, or as may be required by a court or tribunal in the event of litigation.
 8. If the Company, or part or all of its business is sold, or integrated with another business, data relating to you (most likely your independent contractor agreement), may need to be

disclosed to the Company's advisers and any prospective purchasers and their advisers and will be passed to the new owners of the business. Before a sale or integration, such information may be required as part of the due diligence process.

9. The Company may from time to time process Personal Information about you if required by law for statistical or reporting purposes

CHANGES TO PRIVACY NOTICE.

This Privacy Notice is subject to change by the Company at any time and from time to time.