

MEDIATEK USA INC.

PRIVACY NOTICE

CALIFORNIA-RESIDENT EMPLOYEES AND JOB APPLICANTS

The following privacy notice is applicable to California-resident employees and job applicants 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 processes Personal Information about you as an employee and/or job applicant. Such details may include (but are not limited to), as applicable, your resume/curriculum vitae/employment history, employment contract or offer letter, your age and sex, your academic qualifications, references received, details of family or household members (for immigration purposes or medical benefits, if applicable), emergency contacts, business travel and movements, memberships of professional bodies, recruitment information, details of salary/wages, allowances, benefits and grants and other compensation information, notifications of intended beneficiaries of life insurance and/or retirements benefits, work record (including details of disciplinary investigations, warnings or grievances and notes of the meetings to consider the same), transcripts of disciplinary and grievance hearings and evidence used in preparation for, or made available at such hearings), whistle-blowing and other complaints, performance data and assessments, training records, organizational charts and positions, immigration documentation including passport information and other documents needed to establish your right to work lawfully in the location where you are, or are to be based, details of proposed or ongoing reorganisations and proposed layoffs impacting your position, maternity, disability and other leaves of absence, records, time sheets and logs, risk assessments for health and safety and other purposes, and details of actual or potential work disputes in which you are involved. The data may

also include sickness records (consisting of self-certification forms and/or doctors' certificates, health assessments and medical records), information about work-related accidents or injuries 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. Without limitation, the Personal Information may be used within the Company for the following reasons, as applicable:
 - 4.1 Recruitment and related purposes. For example, such purposes include, conducting an evaluation of your suitability for employment, confirming your educational, professional and past employment history and checking personal references, contacting you regarding your application, and retention of your application for consideration for future job openings, checks may be undertaken to verify candidates' qualifications and references and the Company will need to maintain regular document checks in order to establish a candidate's right to work lawfully in the U.S.; data disclosed on, or in connection with, job application forms may also be reviewed by managers involved in the recruitment process;
 - 4.2 Recording your working time;
 - 4.3 Evaluating performance and determining eligibility for bonuses and commissions and/or whether disciplinary procedures need to be invoked;
 - 4.4 Administration and payment of wages, salaries, pensions and other benefits;
 - 4.5 Employee training;
 - 4.6 Negotiation or communication with employees or job applicants;
 - 4.7 Manpower and career planning;
 - 4.8 Compliance with Company policies and/or legislation in relation to health, safety and other employment matters (including as part of disciplinary or anti-harassment procedures or risk assessments);
 - 4.9 Reporting and investigating alleged violations of Company policy or for other internal investigations;
 - 4.10 Analysis for management purposes and statutory returns;

- 4.11 Contacting next of kin in case of an emergency;
 - 4.12 Organizing and coordinating business travel; and
 - 4.13 Confirming and/or assisting in ongoing employment eligibility under applicable law.
5. Sickness records may be used to enable the Company to assess ability to undertake the work for which you were employed or hired and to assess eligibility for company paid leave, or other medical benefits or for any statutory leaves of absence. This data may be passed to external medical or legal professionals engaged by the Company to advise as to your fitness to work and reports from those professionals may be reviewed internally by managers of the Company involved in managing you or determining your fitness for work.
 6. When required, the Company may need to disclose or transfer Personal Information to third parties who perform functions on behalf of the Company. Most typically this would mean data being transferred to the HR, legal, audit and finance Departments of any MediaTek affiliate (each, a “Group Company” and collectively, “Group Companies”), including the Company’s parent entity in Taiwan. This might be part of the general recruitment process, or for the purposes of staff administration undertaken in the overseas destination, or to review disciplinary, medical and other employment issues which arise on a day to day basis, 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. Personal Information may also be stored on databases maintained outside the U.S., including in Taiwan or in Europe. However, it may also mean that data is provided to third party payroll administrators and other benefit providers and/or benefit consultants, who may be based within and/or outside the U.S. and who might process the data to establish Company/Group benefit plans and advise the Company/Group as to ongoing benefits.
 7. The Company’s whistle-blowing policy (included in the Company’s employee handbook) 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 employees’ data 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.
 8. The Company may also need to disclose your Personal Information to applicable taxation authorities, the police (for safety or criminal matters), the Company's legal advisors, auditors, payroll administrators and health care providers, the trustees and administrators of the Company’s retirement plan and other benefit plans, benefits

insurance brokers, credit checking and other agencies undertaking background checks on you, business travel providers, including hotels and airlines, or as may be required by a court or tribunal in the event of litigation.

9. If the Company, or part or all of its business is sold, or integrated with another business, data relating to you (most likely your employment terms and details of your age, remuneration, benefits and length of service and details of your disciplinary record and leaves of absence), 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.
10. 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.