



2024 ESG Report

adeiaTM

Table of Contents

INTRODUCTION	3	OUR PRIORITIES	6	APPENDIX	20
▶ CEO Message	3	▶ Growth With Integrity	7	▶ SASB Index	21
▶ About Us	4	▶ Ethical Business Practices	8	▶ Legal Disclaimer	22
▶ Overview of Our Strategy	5	▶ Governance and Oversight	9		
		▶ Prioritizing Our Focus	10		
		▶ Progress Through People	11		
		▶ Employee Engagement & Wellbeing	12		
		▶ Employee Development	13		
		▶ Diversity, Equity, Inclusion, and Belonging (DEIB)	14		
		▶ Igniting Impact Through Innovative Technology	15		
		▶ Fostering the Future of Technology	16		
		▶ Innovation Impact	17		
		▶ Intellectual Property Adoption	18		
		▶ Research and Development	19		

Introduction

CEO Message

At Adeia, we are committed to initiatives that further establish our integrity and progress through people and technology. Our collective efforts contribute to a more sustainable future, and our achievements in this area highlight the expertise and dedication of our talented team of visionaries.

I'm deeply grateful for the support of our employees, customers, and partners. Together, we're inventing fundamental technologies that solve tomorrow's complex problems and drive a sustainable future. This report describes our impact through three key areas: Growth With Integrity, Progress Through People, and Igniting Impact Through Innovative Technology.



Growth With Integrity

Our commitment to governance drives our success and underpins our commitment to ethical growth. Our Materiality Assessment is a process used to identify and prioritize the most significant environmental, social, and governance (ESG) issues. It reinforced the importance of clear ethics policies.

We've diversified our Board and senior management, enhancing our inclusive practices and governance.



Progress Through People

Our team is the heart of our innovation and business. Recognizing this, we've prioritized a comprehensive talent strategy. Employee engagement surveys guide our progress and continued improvements in Diversity, Equity, Inclusion, and Belonging (DEIB), well-being, and professional development. We continue investing in our people and communities through various programs and partnerships.



Igniting Impact Through Innovative Technology

Innovation is crucial for sustainability in the technology sector. Adeia has over 11,750 worldwide patent assets and is advancing media and semiconductor technologies. Our technology inventions shape the future of cutting-edge solutions.

Adeia remains committed to advancing our ESG initiatives, a dedication integral to driving shareholder value and our business strategy. Thank you for being part of this journey. Together, we're driving a future where innovation enriches lives and businesses globally.



Sincerely,

A handwritten signature in purple ink that reads "Paul E. Davis".

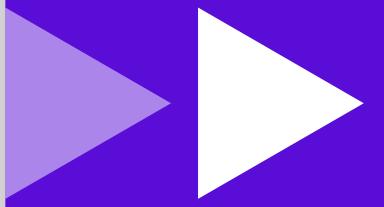
Paul E. Davis
Chief Executive Officer

About Us

Adeia's cutting-edge inventions are the foundational technologies that connect human experiences. Our technologies power the digital connections of today and tomorrow. We make interactions with TVs, smartphones, and mobile devices smarter, more immersive, and deeply personal. As an incubator of American innovation, our team of scientists, engineers, and technologists are focused on creating future technologies that enable ubiquitous products long before they become commonplace.

Our patented technologies span the entertainment journey, from content discovery and personalization to delivering media, including streaming over-the-top (OTT) and Video-on-Demand (VOD), providing a compelling user experience across multiple platforms, and performing advanced data analytics.

In the semiconductor sector, Adeia is at the forefront of innovation with groundbreaking technologies like hybrid bonding, which is revolutionizing semiconductor packaging by providing chip-to-chip interconnections at a higher density and lower resistance than incumbent technologies, powering the next generation of high-performance computing, advanced sensing and signal processing, memory with enhanced bandwidth and performance, and more.



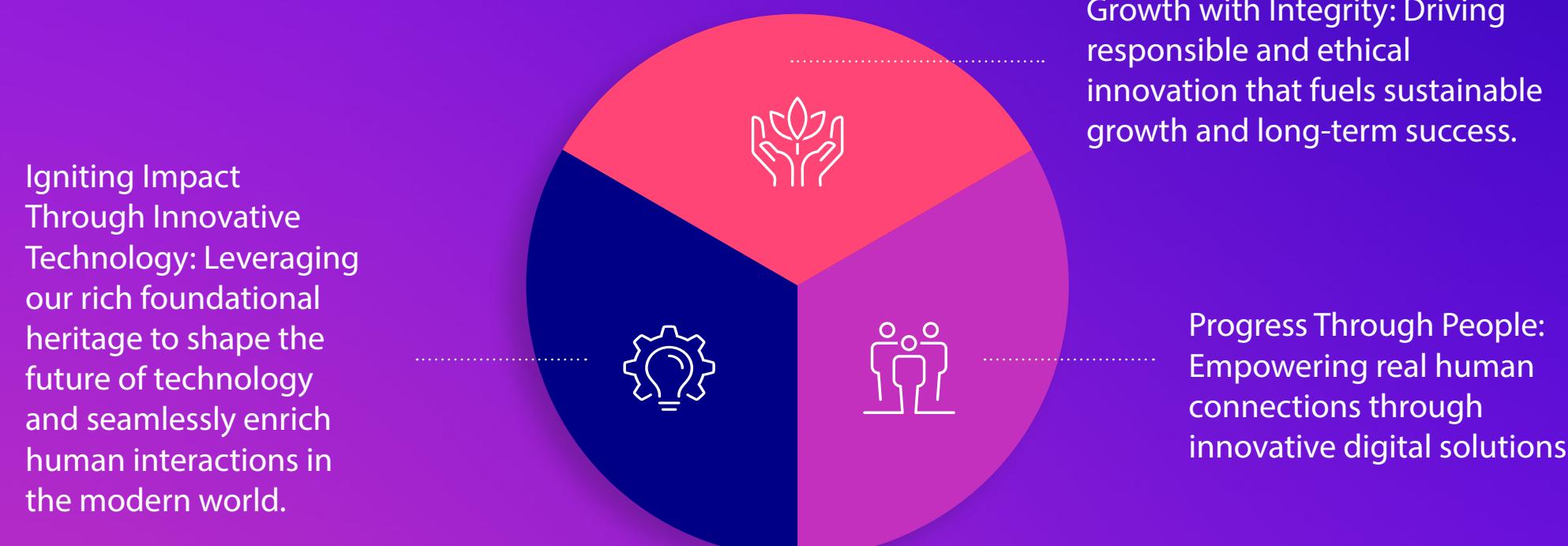
Adeia is committed to driving technological progress, fostering a connected world, and enhancing the content experiences of millions globally.

Overview of Our Strategy

Adeia will continue to set the bar in the media and semiconductor markets, improving various aspects of everyday life through, for example, advanced technology, improved user experience, and enhanced accessibility.

OUR FOCUS

Adeia's ESG impact is organized into three key areas:



OUR IMPACT

Our innovations redefine the entertainment experience through our comprehensive media portfolio that enhances content discovery, personalization, and viewing technologies. Adeia's dynamic approach improves digital experiences by delivering greater functionality, security, and performance. In semiconductors, our pioneering advancements in hybrid bonding, advanced node processing, and semiconductor packaging enhance manufacturing efficiency, contributing to the evolution of the tech landscape. Our expert team delivers impactful solutions that meet evolving market needs and drive future technological developments.

OUR HERITAGE

Grounded in decades of technological innovation and intellectual property (IP) creation, Adeia has built a legacy of excellence. Our world-class team remains dedicated to developing and licensing IP, with a portfolio of over 11,750 worldwide patent assets that continuously shape how millions of people and billions of devices stay connected.

OUR VALUES

At Adeia, our values are the foundation of our business. Our core principles—Invention, Courage, Connection, and Ownership—foster a culture of collaboration and respect where diverse perspectives drive creativity and success. We uphold the highest ethical standards in all our endeavors, building trust with partners and customers while reinforcing our commitment to our core values.

OUR VISION

Enhancing the way we live through seamless, connected experiences. Our pursuit of groundbreaking innovations drives the next generation of products, delivering unparalleled digital experiences. We are committed to a future of technological advancements that create new possibilities and enhance connectivity, ensuring that our innovations continue to push the boundaries of how technology integrates into everyday life.

Our Priorities



Shaped by our core values of Invention, Courage, Connection, and Ownership, our priorities focus on driving meaningful innovation and progress. We believe true advancement comes from the cross-functional collaboration of talented individuals who embody our culture and push the boundaries of what's possible. United by a commitment to technological innovation and ethical business practices, our team fuels progress that defines the industry's future. Our ESG strategy reflects this unique blend of ethics and innovation, framed by three key areas:

- Growth with Integrity
- Progress Through People
- Igniting Impact Through Innovative Technology

We empower our employees to thrive and innovate by fostering an inclusive and supportive environment. Our relentless pursuit of technological advancements drives us to develop cutting-edge solutions that continue to redefine the digital experience and shape the future of technology. At the same time, our commitment to strong governance and ethical business practices ensures responsible growth, building and maintaining the trust of our stakeholders.

These priorities guide our actions and reflect our unwavering commitment to creating a future defined by progress and innovation. We strive to lead with integrity, connect our people and technologies, and take ownership of our role in shaping the technology landscape, ensuring that our advancements contribute to a brighter, more connected world.

OUR PRIORITIES ► Growth With Integrity



Growth With Integrity

True growth is built on a foundation of integrity and ethical conduct. Adeia takes its responsibility for ethical innovation as a key to our long-term success. Our commitment to governance, transparent decision-making, and responsible business practices fosters the trust of our stakeholders. By embedding integrity across our operations, we've built the support we need to positively impact our growth.

Our dedication to integrity is demonstrated through:



ETHICAL BUSINESS PRACTICES
Upholding the highest standards in our actions and decisions.



GOVERNANCE AND OVERSIGHT
Ensuring transparency and accountability at all levels of our organization.



PRIORITIZING FOCUS AREAS
Aligning our efforts with the most impactful opportunities to drive responsible growth.

Ethical Business Practices

Ethical business practices are at the core of our brand identity and guide every aspect of our operations. Our policies and procedures ensure that we uphold high corporate governance and ethical conduct standards, reflecting our values and building trust with our stakeholders.

Our Board of Directors plays a crucial role in overseeing ethical behavior throughout the organization. Guided by our Corporate Governance Guidelines, we are committed to responsible business practices and maintaining transparency across all operations. Our comprehensive policies, including the Code of Conduct, Supplier Code of Conduct, Whistleblower Policy, and Anti-Corruption Policy, set clear expectations for ethical behavior and accountability. For copies of these documents, please visit our [website](#).

Our commitment to integrity has earned us recognition on the 2023 list of the World's Most Trustworthy Companies by Newsweek and Statista, as well as the US News Best Companies to Work for 2024-25. These accolades reflect our unwavering dedication to fostering a culture of integrity and ethical excellence across all our programs.

We continuously work to enhance our governance frameworks and ethical standards, demonstrating our Ownership and long-term commitment to growth of our business practices with integrity. By setting a high bar for ourselves, we aim to lead by example and inspire our business partners and competitors to uphold similar standards of ethical conduct.





Governance and Oversight

Strong governance and effective oversight are the cornerstones of Adeia's approach to growth with integrity. We believe that robust governance structures and transparent decision-making processes are essential to maintaining the trust of our stakeholders and ensuring long-term success.

ESG is viewed as a shared responsibility across the organization, and our governance structures are designed to reflect this perspective. Our Board of Directors' Nominating and Corporate Governance Committee oversees our ESG strategy, ensuring that ESG considerations are integrated into our overall business strategy and decision-making processes.

To support Ownership, Connection, and implementation of our ESG initiatives, we have established an ESG Taskforce. This taskforce includes senior leaders from various departments such as legal, human resources, investor relations, operations, and business affairs. The taskforce coordinates ESG efforts across the organization, ensuring a collaborative approach to achieving our goals.

Our governance framework emphasizes the importance of shared responsibility, coupled with accountability. The process of creating this report serves as part of our regular updates, providing a clear channel for reflecting on and refining our practices.

By embedding strong governance and oversight mechanisms into our ESG strategy, we ensure that our efforts are cohesive, impactful, and aligned with our long-term business goals. This approach reinforces our dedication to growth with integrity and strengthens our ability to drive meaningful Invention.





Prioritizing Our Focus

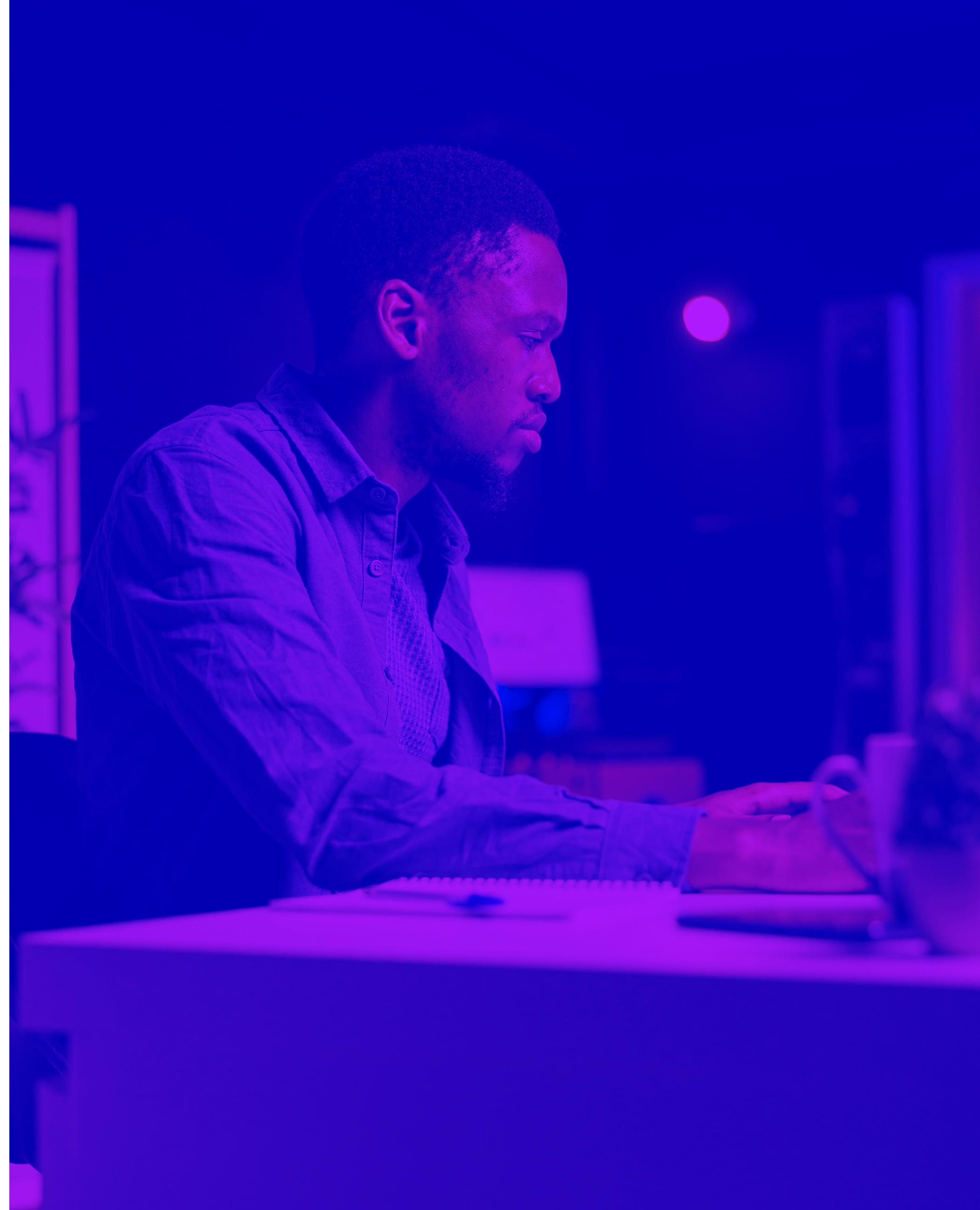
Every organization approaches ESG differently based on its unique priorities, including market conditions, business objectives, leadership, regulatory requirements, and stakeholder expectations. For Adeia, the first step in aligning our ESG strategy was identifying our most critical issues. In 2023, we conducted a materiality assessment to gather both quantitative and qualitative insights from stakeholders, highlighting key topics and their relative significance. This assessment serves as the foundation for our ESG strategy.

Our materiality assessment was conducted following leading global standards and guidelines, incorporating frameworks from the Institutional Shareholder Services (ISS), Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and Taskforce on Climate-Related Financial Disclosures (TCFD). This comprehensive process involved a peer company landscape scan, analysis of industry trends in media technology and semiconductors, and engagement with key stakeholders to gather insights on critical ESG topics. By identifying

and prioritizing the most significant ESG issues, the materiality assessment helps us align our ESG strategy with business objectives and stakeholder expectations, ensuring that we focus on areas that truly drive impact and long-term success. Our analysis applied SASB's "financial materiality" concept to assess the importance of specific ESG topics to business success and stakeholder interests. We considered factors such as business reputation, financial resilience, growth, research and development (R&D) and innovation. The analysis findings were validated through a materiality matrix workshop, helping us prioritize the most significant topics.

Key focus areas identified through our materiality assessment include IP Protection, Ethical Business Practices, Employee Development, Employee Engagement and Well-Being, and Diversity, Equity, Inclusion, and Belonging (DEIB). These areas represent our top priorities for short-term and medium-term actions, guiding our ESG strategy to allocate resources effectively and address stakeholder concerns.

Note on the E of ESG: Given the nature of our operations and business model, environmental issues did not show up as one of the top five most material topics. We recognize mitigating environmental issues as critical to long-term ESG progress.



OUR PRIORITIES ► Progress Through People

Progress Through People



At Adeia, empowering human connections through innovative digital solutions is embedded in the fabric of our corporate culture. With that, our people are our greatest asset, and to this end we cultivate an inclusive and supportive environment, which enables our team to lead the industry by doing their best work. Our focus on employee engagement includes our flexible work arrangement that allows employees to effectively manage their productivity through time for deep work, collaborative work, and personal wellbeing.

We engage our employees through various programs, including engagement surveys. These initiatives help us understand and meet the needs of our workforce and promote a culture of collaboration and mutual respect. Our leadership's approachable and open demeanor further strengthens the Connection within our teams, fostering an environment where everyone feels valued and heard.

We continue to cultivate partnerships that align with our mission and values, leveraging tools that enable us to empower employees to participate in community service and philanthropy. By connecting with and supporting the communities in which we work, we reinforce our commitment to making a broader impact.

Our Progress Through People focus encompasses the following areas:



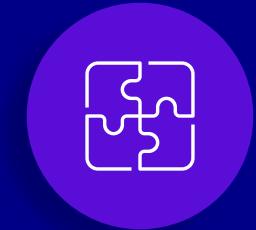
EMPLOYEE ENGAGEMENT & WELLBEING

Cultivating a supportive work environment that prioritizes the health, wellbeing, and satisfaction of our employees.



EMPLOYEE DEVELOPMENT

Investing in the professional growth of our team members through ongoing training and development opportunities.



DIVERSITY, EQUITY, INCLUSION, & BELONGING (DEIB)

Promoting a diverse and inclusive culture where every individual is respected and has the opportunity to thrive.





Employee Engagement & Wellbeing

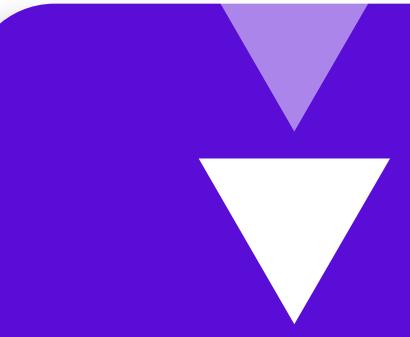
At Adeia, we believe in the power of Courage—the courage to innovate, to lead, and to make a difference. To this end, we are dedicated to creating a positive and healthy work environment where our values of Invention, Courage, Connection, and Ownership can be demonstrated every day. As part of our efforts to support employee engagement and wellbeing, Adeia strives to provide employees the flexibility to work in locations that best fit their role and responsibilities. Our flexible work arrangement supports greater autonomy, job satisfaction, and increased engagement. Additionally, our comprehensive total rewards package ensures that employees feel valued and motivated, offering an array of benefits tailored to meet the unique needs of our team members and their families.

WE VALUE EMPLOYEE FEEDBACK

To stay attuned to our employees' needs, we conduct biannual surveys and maintain ongoing dialogue to understand the opportunities to improve how we work and stay connected. This feedback provides invaluable insights into the employee experience, and it informs the continuous evolution of our programs and how we work, demonstrating our Ownership to act on employee feedback.

SUPPORTING EMPLOYEES' MENTAL HEALTH & WELLBEING

Our wellbeing initiatives encompass comprehensive support for mental health, including access to telehealth services and resources designed to promote both physical and psychological health. Recognizing the importance of mental wellbeing, we provide tools and support to help employees manage stress and maintain balance in their lives. Our benefits package also includes comprehensive health insurance, parental leave, and wellness programs tailored to meet the diverse needs of our workforce, ensuring that every employee feels supported and empowered to thrive, both professionally and personally.



At Adeia, we foster an environment where everyone feels a sense of belonging and has the opportunity to thrive.

98%
of employees
participated in the
October 2024 Employee
Engagement Survey

Our overall aggregate
engagement score
was an impressive
88%
positive



Employee Development

At Adeia, we are committed to fostering a culture of continuous learning and professional growth. We recognize that investing in our employees' development is essential for driving Invention and attracting top talent. Our development initiatives are being designed to support employees in enhancing their skills, exploring new opportunities, and achieving their career goals, all while aligning with our company's strategic priorities.

SUPPORTING EMPLOYEE LEARNING AND GROWTH

Adeia supports a range of learning opportunities, including – workshops and informal training sessions, allowing employees to explore topics ranging from the latest technological advancements to an overview of Adeia's benefits offerings.

We encourage all employees to engage in career conversations with their managers and complete Individual Development Plans (IDPs) to foster open dialogue about career aspirations, growth, and development opportunities. This approach ensures that our team members have the skills and knowledge needed to thrive in their roles and contribute to our company's success.

We are focused on developing a companywide career architecture framework. By being clear on expectations of levels and roles, we will establish an important foundation for a transparent and consistent approach to talent management. This foundation will aid us in designing comprehensive role profiles and career development resources to support the growth of our employees.

ALIGNING DEVELOPMENT WITH COMPANY GOALS

We believe that placing our people in the right roles, at the right time, with the right skills is key to achieving our desired cultural and business impact. Through annual performance conversations, we identify both individual and departmental development needs, ensuring alignment with Adeia's business and people goals. This process helps us tailor development opportunities to meet the evolving needs of our workforce and the company.

ENCOURAGING CROSS-FUNCTIONAL COLLABORATION AND MENTORSHIP

Our informal mentoring connections, especially within the Semi Engineering team, and opportunities for cross-functional collaboration encourages innovative thinking and knowledge sharing. These initiatives provide employees with valuable guidance and support as they navigate their career paths at Adeia, fostering a collaborative environment where professional relationships are strengthened.





Diversity, Equity, Inclusion, and Belonging

At Adeia, our team is at the heart of Invention and our business success. We are committed to fostering a culture where all employees feel welcomed, respected, supported, and valued. As pioneers in groundbreaking technology, our success hinges on the diverse perspectives, ideas, and experiences that each employee can contribute. Our talent strategy weaves together our aspirations of attracting and retaining diverse talent, while managing fair and equitable programs, and ensuring our teams work effectively together to achieve strong business results.

Research-Informed DEIB Learning and Strategy Development

DATA & MEASUREMENT

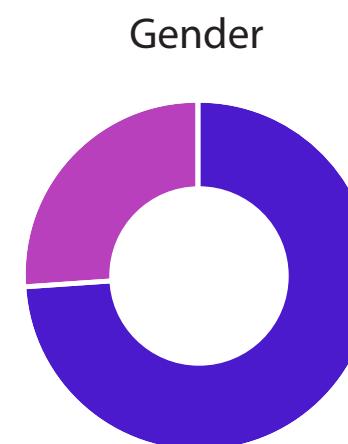
To measure our progress and inform future initiatives, we actively collect and analyze employee data across various dimensions, including gender, ethnicity, age, and salary. Further, our enhanced career architecture with standardized leveling criteria will provide a fair and unbiased means by which to evaluate performance and promotion readiness, facilitate talent mobility and align our compensation structure with market and role expectations. With this foundation, we can track and measure equity in our decisions about the talent lifecycle from hiring all the way through succession planning.

STRATEGY DEVELOPMENT

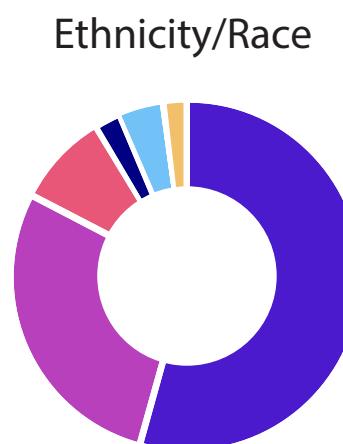
In 2024 we began DEIB strategy workshops with our leadership team as a start to building our roadmap. The goal is to embed data science-backed research and principles as well as employee feedback into improving our ways of working and leading. We plan to expand our learning programs to further develop skills, mindsets, and practices that increase inclusion and belonging.

Reflecting our values of Courage and Connection, we encourage open dialogue and maintain a robust feedback mechanism that allows employees to share their experiences and suggestions to inform our DEIB efforts. By continuing to invest in these efforts, we aim to set a positive example throughout our organization, strengthening our business and building a more inclusive environment for all.

Management

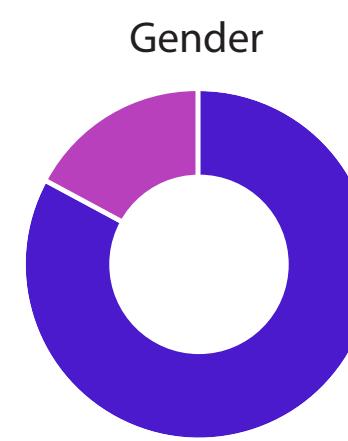


74% Male
26% Female

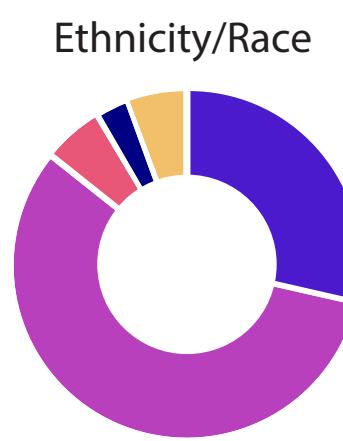


54% White
28% Asian
9% Hispanic or Latino
2% Black or African American
4% Two or more races (Not Hispanic or Latino)
2% Not disclosed

Technical Staff

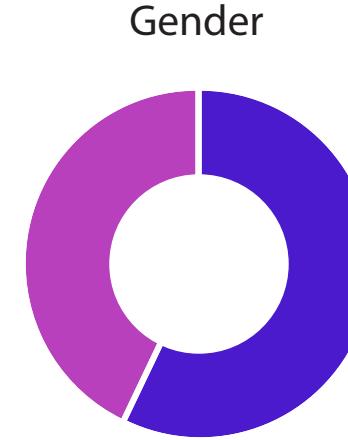


83% Male
17% Female

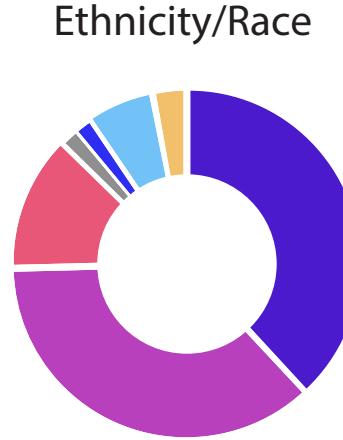


29% White
57% Asian
6% Hispanic or Latino
3% Black or African American
6% Two or more races

All Other Employees



57% Male
43% Female

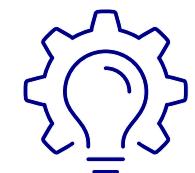


38% White
37% Asian
13% Hispanic or Latino
2% American Indian or Alaska Native
2% Native Hawaiian or Other Pacific Islander
6% Two or more races (Not Hispanic or Latino)
3% Not disclosed

Due to rounding, the sum of individual percentages may not equal 100%.

Data as of September 30, 2024

OUR PRIORITIES ► Igniting Impact Through Innovative Technology



Igniting Impact Through Innovative Technology

As a leader in the technology industry, we know that dynamic IP development and a culture of innovation are essential to building a market-leading, sustainable business. Our rich foundational heritage includes holding over 11,750 worldwide patent assets. Adeia continuously advances media and semiconductor technologies, shaping the future of digital experiences that redefine how we live, work, and play. Our commitment to high standards reflects our dedication to delivering cutting-edge solutions, fostering trust and credibility within the media and semiconductor industries, enriching human interactions in an always evolving market.

OUR PORTFOLIO IS EVOLVING TO ENABLE MORE MEANINGFUL CONNECTIONS AROUND THE WORLD

Portfolio

growth

is poised to continue, both organically and inorganically

11,750+

Worldwide patents assets have increased in the last several years via both organic and inorganic growth

40+

Jurisdictions worldwide are represented across the portfolio

Our approach to technology and innovations centers around:



FOSTERING THE FUTURE OF TECH
pushing boundaries of what's possible



INNOVATION IMPACT
delivering extraordinary experiences across a multitude of devices and platforms.



IP ADOPTION
shaping the future of technology



RESEARCH AND DEVELOPMENT
exploring new frontiers in media and semiconductor landscapes



Fostering the Future of Technology

At Adeia, we are at the forefront of technological innovation, developing the advanced solutions of tomorrow that address challenges not yet imagined. Our expertise lies in anticipating the future needs of technology, which creates IP that enables the next generation of devices and applications. By solving complex tech problems years before they arise, we pave the way for the industry's evolution, pushing the boundaries of what's possible.

Our approach is not about responding to current market demands but about setting the stage for the technological landscape of the future. We focus on creating foundational innovations that other companies incorporate into their products, enhancing features, capabilities, and overall user experiences. Whether it's advancing semiconductor technologies or pioneering new media solutions, we are dedicated to creating the technological infrastructure that supports tomorrow's breakthroughs.

With a strong emphasis on research and development, our team of experts is constantly exploring the edges of technology to develop solutions that redefine how people interact with their devices. Our IP portfolio doesn't just respond to today's needs; it drives future growth, empowers industries, and transforms the user experience.

By fostering a culture of innovation and forward-thinking, we shape the technology that will connect, entertain, and empower the world in the years to come. Our commitment to excellence ensures that we remain a step ahead, continuously evolving and leading the charge into the future of technology.

Our expertise lies in anticipating the future needs of technology, which creates IP that enables the next generation of devices and applications. By anticipating complex technological challenges years before they arise, we pave the way for the industry.

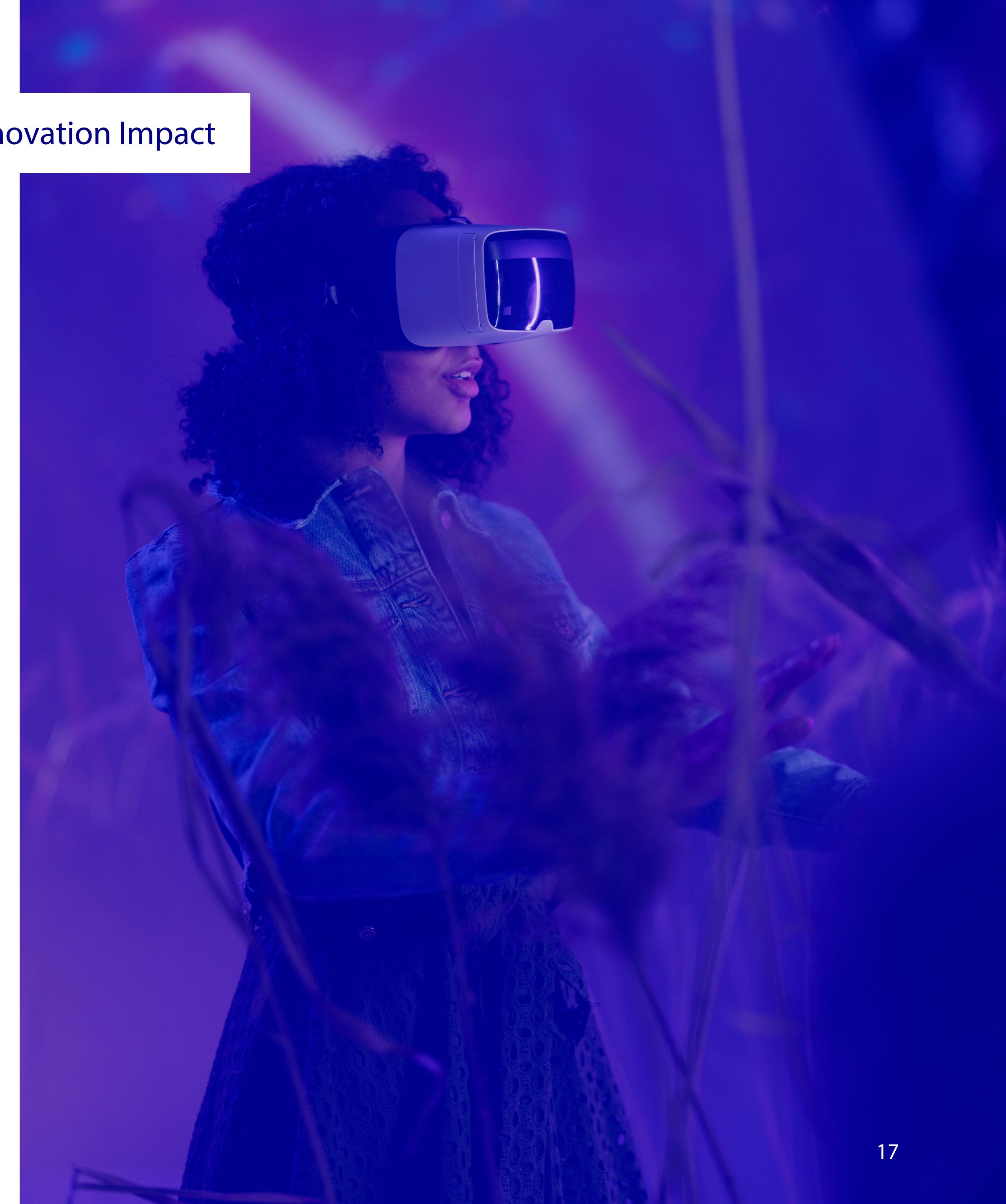


Innovation Impact

At Adeia, our mission to drive a more connected world is powered by our commitment to innovation and the strategic development of IP. Guided by our values of Invention and Courage, we create and protect groundbreaking technologies that enable the future, enhancing billions of devices and transforming how people experience the world around them. Our focus on forward and out of the box thinking, drives innovation fueled by the Ownership of our ideas and outcomes. This approach is particularly impactful during rapid technological change and economic uncertainty, as we pave the way for advancements that meet the evolving needs of industries and consumers alike.

Our inventions extend beyond traditional technological advancements; they foster meaningful Connections, delivering extraordinary experiences across a multitude of devices and platforms. Whether it's enabling personalized content delivery, improving semiconductor performance, or advancing interactive features, our innovations serve as the backbone for the next generation of technology that connects and enriches lives.

As recognized leaders and experts in the tech industry, Adeia actively shares knowledge and insights at major technology events and conferences. Our Courage to lead and engage with industry peers helps shape standards and inform the broader tech community about emerging trends and future challenges. This commitment to thought leadership reinforces our position at the forefront of innovation, turning visionary ideas into everyday experiences that touch lives globally.





IP Utilization

As of September 30, 2024, Adeia proudly holds over 11,750 patent assets worldwide. Our dedication to Invention, investment in groundbreaking ideas, and robust protection of IP rights form the backbone of our business model. With our extensive portfolio, we drive technological progress and foster a culture of ingenuity, positioning Adeia as a pioneer in shaping the future of technology.

Our patent strategy offers several benefits:

1. Collaboration and Innovation

We prioritize reaching mutually agreeable license agreements with our customers, which helps enable industry collaboration and shared progress. Our approach to IP management fosters a cooperative environment, leveraging Connection to enable companies to build on our inventions, ultimately benefiting the entire technology ecosystem.

2. Market Leadership

By safeguarding our innovations, we maintain a competitive edge and establish ourselves as leaders in the tech industry. This leadership, guided by our values of Courage and Connection, allows us to develop pioneering solutions that enhance the capabilities of billions of devices, providing extraordinary experiences for users around the globe.

3. Sustainable Revenue Growth

Our evolving and expanding patent portfolios create new and renewal revenue opportunities through continued adoption of our advanced technologies into products and services worldwide.

COMMITMENT TO EXCELLENCE IN IP PROTECTION

We uphold the highest standards in IP protection through pro-patent advocacy, rigorous enforcement of patent rights.

By strategically managing our IP, Adeia not only supports its own growth but also plays a pivotal role in advancing the broader technology landscape. Our focus on cutting-edge innovation and IP protection empowers the tech industry to build on our breakthroughs, driving the evolution of technology and enhancing the digital experiences of millions worldwide.

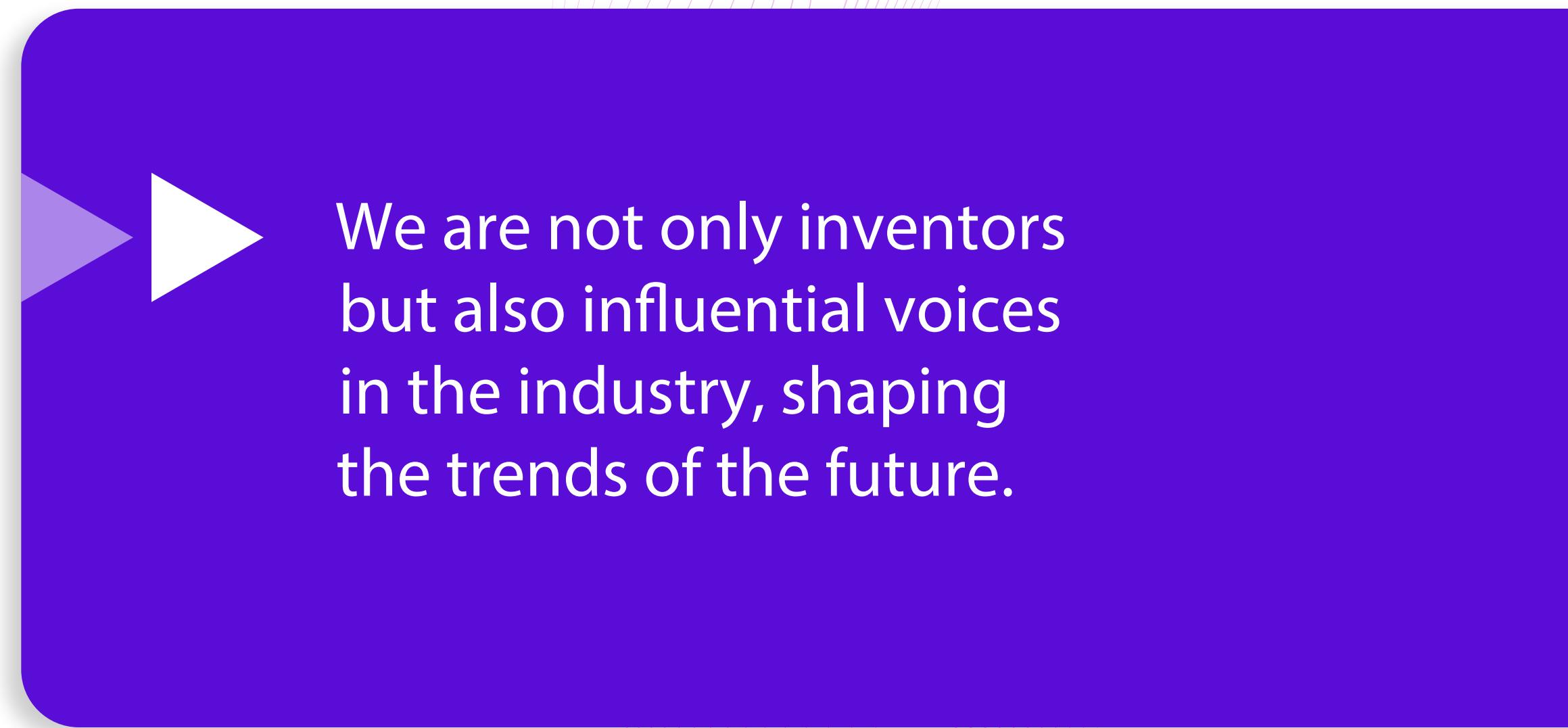


Research and Development

Adeia's significant investment in R&D, driven by our values of Invention and Ownership, propels substantial advancements in technology. Our inventions provide consumers with greater functionality, and higher performance, alongside advancements in cloud computing and data storage. These developments enhance digital experiences, allowing seamless access to content across various devices and platforms, and pushing the boundaries of what technology can achieve.

Our R&D efforts extend beyond product development, actively shaping the semiconductor and media landscapes through thought leadership and rapid prototyping. We are not only inventors but also influential voices in the industry, participating in key conferences, publishing and presenting white papers, and contributing to panels that shape the trends of the future.

Guided by our value of Courage, Adeia's team of scientists, engineers, and technologists work across the United States including in our state-of-the-art labs in San Jose, California, and Raleigh, North Carolina, to explore new frontiers in technology. Equipping our people with cutting-edge tools and fostering an environment that encourages Connection and innovation has made Adeia a pivotal player in the semiconductor supply chain and a leader in advancing semiconductor and media technologies. Our commitment to continuous investment in our workforce, research, and innovation drives our success and cements our position as a leader in technology development.

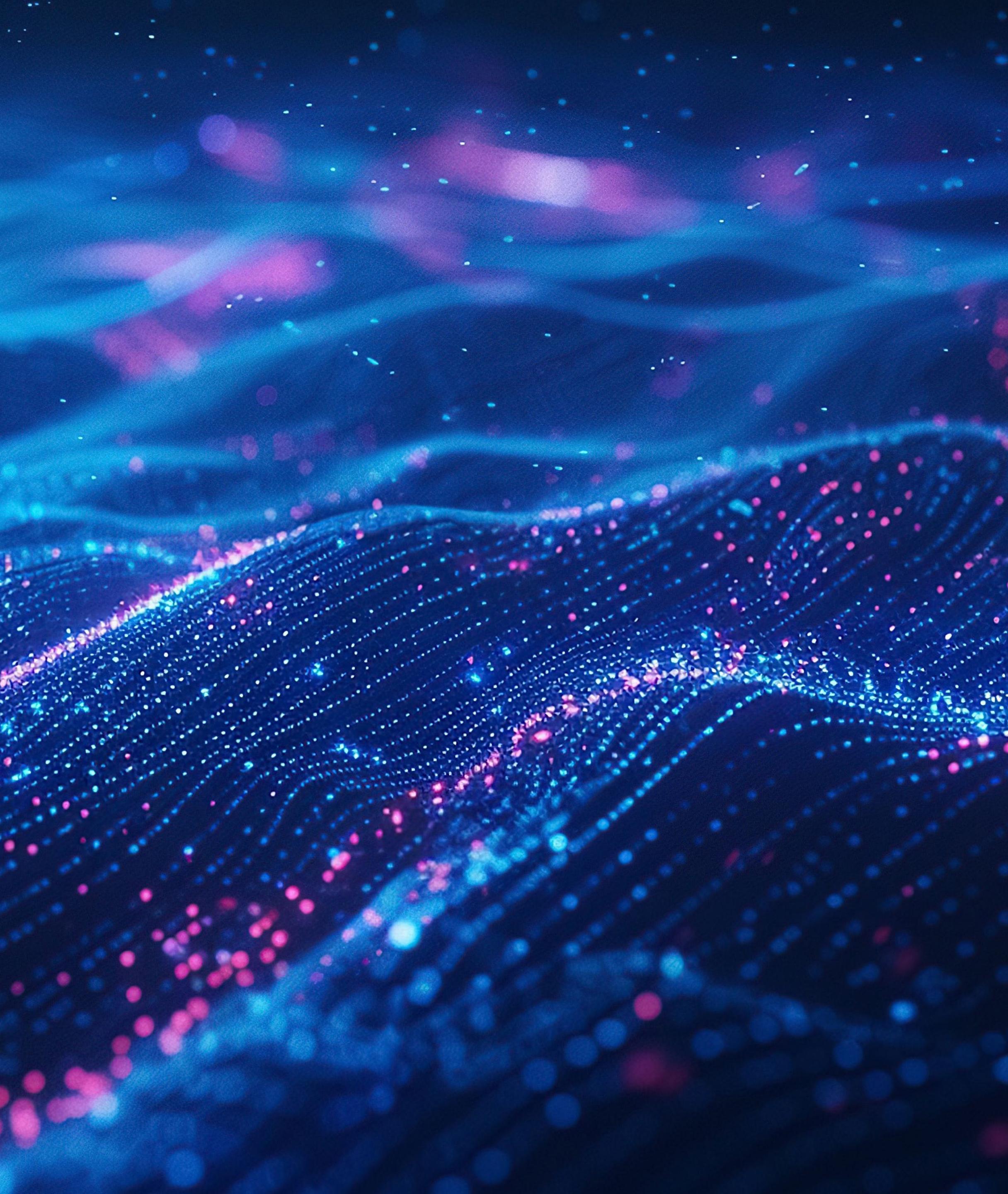


Appendix



SASB Index

Title	Section	Metric	Adeia Performance
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	(1) 3% (2) 3%
	TC-SI-330a.2	Employee engagement as a percentage	88% See the Employee Engagement and Wellbeing section for definition
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	<p>(1) Management Gender: Female: 26%; Male: 74% Racial/Ethnic: White: 54%; Asian: 28% Hispanic or Latino: 9%; Black or African American: 2%; Two or more races (Not Hispanic or Latino): 4%; Not disclosed: 2%</p> <p>(2) Technical staff Gender: Female: 17%; Male: 83% Racial/Ethnic: White: 29%; Asian: 57%; Hispanic or Latino: 6%; Black or African American: 3%; Two or more races: 6%</p> <p>(3) All other employees Gender: Female: 43%; Male: 57% Racial/Ethnic: White: 38%; Asian: 37%; Hispanic or Latino: 13%; American Indian or Alaska Native: 2%; Native American or Other Pacific Islander: 2%; Two or more races (Not Hispanic or Latino): 6%; Not disclosed 3%</p>
IP Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Refer to Adeia's most recent annual report on Form 10-K filed with the Security Exchange Commission for more information regarding its material legal proceedings.



Legal Disclaimer

This 2024 ESG Report may contain statements reflecting Adeia's views about future performance that constitute "forward-looking statements" within the meaning of securities laws. Forward-looking statements are generally identified by the inclusion of words such as "will," "intend to," or "plan to" or similar; and inherently involve risks and uncertainties. Please refer to Adeia's filings with the Securities and Exchange Commission for information on certain factors that could cause actual events or results to materially differ from Adeia's expectations.

Investors are cautioned not to place undue reliance on any such forward-looking statements, and Adeia undertakes no obligation to update forward-looking statements for any reason.