Major Resolutions of Board Meetings

Date	Summary of Major Resolutions	Resolution Results
Feb. 24, 2023	1.The Company's 2022 financial statements and consolidated financial statements. 2. To approve the matters for convening the Company's 2023 Annual Shareholders' Meeting. 3.To establish the matters for accepting shareholders' proposals for the 2023 Annual Shareholders' Meeting. 4.Fund loans between subsidiaries of the Company. 5.The Company's auditor of financial statements and audit Fee for 2023. 6.The Company's 2022 Statement of Internal Control System. 7. Organization adjustment of the Company.	Approved by all attending directors
Apr. 21, 2023	1.2023 Q1 consolidated financial statements. 2.The Company plans to loan funds to a subsidiary. 3.The Company's business report for 2022. 4.Employees' compensation and Directors' remuneration of 2022. 5.Distribution of retained earnings of the Company for fiscal year 2022. 6.2022 cash dividends distribution from retained earnings. 7.Proposal for cash distribution from capital surplus of the Company. 8.To establish the Company's "Rules Governing Financial and Business Matters Between the Company and its Related Parties". 9.Report on the situation of related party transactions in 2022. 10.Ratification of related party transactions. 11.To amend the matters of convening 2023 Annual Shareholders' Meeting.	Approved by all attending directors
Aug. 04, 2023	1.The Company's 2023 Q2 consolidated financial statements. 2.The Company plans to loan funds to a subsidiary. 3.The Company plans to endorse the guarantee for a subsidiary.	Approved by all attending directors
Oct. 20, 2023	1.The Company's 2023 Q3 consolidated financial statements. 2.Proposal for intercompany loan between the Company and its 100%-owned subsidiaries. 3.2023 year-end bonus for officers. 4.Submission of related party transactions for 2024. 5.The Company's annual audit plan for 2024. 6.To amend the Company's "Human Rights Policy (Including Human Rights Concerns and Practices)". 7.Dissolution and liquidation of Realtek Investment Singapore Private Limited.	Approved by all attending directors

Date	Summary of Major Resolutions	Resolution Results
Feb. 27, 2024	1.The Company's 2023 consolidated financial statements and financial statements. 2.Report on the situation of related party transactions in 2023. 3.Fund loans between the Company and its 100% invested companies. 4.The Company's auditor of financial statements and audit Fee for 2024. 5.The company's evaluation of the effectiveness of the internal control system for 2023 and statement of internal control system. 6.Matters of convening 2024 Annual Shareholders' Meeting. 7.Election of Directors (including Independent Directors). 8.Adoption of the shareholders' proposals for 2024 Annual Shareholders' Meeting and adoption of the nomination of candidates for directors, including independent directors.	Approved by all attending directors
Apr. 19, 2024	1.The Company's 2024 Q1 consolidated financial statements. 2.The Company intends to lend funds to Bluocean Inc. 3.The Company intends to extend the loan to Suzhou Pankore Integrated Circuit Technology Co. Ltd. 4.The Company's business report for 2023. 5.Distribution of employee compensation and director compensation for 2023. 6.Proposal for profit distribution for 2023. 7.Cash dividends from profit distribution for 2023. 8.Proposal for the distribution of cash from the Company's capital reserve. 9.Approval of the candidate recommendation list for directors (including independent directors). 10.Proposal to lift the non-compete restrictions on the Company's directors and their representatives at the annual shareholders' meeting. 11.Amendment to the matters regarding the convening of The Company's shareholders' annual meeting for 2024.	Approved by all attending directors
May. 30, 2024	1.Election of the Chairman of the 13th term board of directors. 2.Election of the Vice Chairman of the 13th term board of directors. 3.Elections of the members of the 3nd term nominating committee. 4.The personnel changes of the Company's CEO and Deputy CEO.	Approved by all attending directors

Date	Summary of Major Resolutions	Resolution Results
Jul. 30, 2024	1.The Company's 2024 Q2 consolidated financial statements. 2.Proposal to purchase office in Taipei. 3.Appointment of members to the 6th Compensation Committee. 4.To amend the organization's regulations of the Company's Audit Committee. 5.To amend the guidelines for financial and business operations among related parties of the Company. 6.To amend the Company's risk management policies and procedures. 7.Submission of Realtek's 2023 sustainable development report. 8.Proposal to establish the "Group Tax Policy and Management Procedures" for the Company and its subsidiaries. 9.Proposal to revise the provisions for promoting business integrity and handling reports of illegal and unethical behavior within the Company.	Approved by all attending directors
Oct. 30, 2024	1.The Company's 2024 Q3 consolidated financial statements. 2.The Company plans to extend the endorsement guarantee period and adjust the guarantee amount for AICONNX Technology Corporation. 3.The Company plans to lend funds to RayMX Microelectronics Corp. 4.2024 year-end bonus for officers. 5.To establish compensation for the Company's independent directors. 6.Report on the situation of related party transactions in 2025. 7.The company's annual audit plan for 2025. 8.To amend the "Regulations Governing Procedure for Board of Directors Meetings" of the Company. 9.To amend the "Corporate Governance Best Practice Principles" of the Company.	Approved by all attending directors
Dec. 13, 2024	1.To amend the "Sustainability Information Management Procedure" of the Company.	Approved by all attending directors

Date	Summary of Major Resolutions	Resolution Results
Feb. 27, 2025	1. The Company's 2024 consolidated financial statements and parent company only financial statements. 2. The Company's business report for 2024. 3. The Company's distribution of 2024 retained earnings. 4. 2024 Cash dividends distribution from retained earnings. 5. Report on the situation of related party transactions in 2024. 6. The Company's auditor of financial statements and audit fee for 2025. 7. Distribution of employee compensation and director compensation for 2024. 8. The Company's evaluation of the effectiveness of the internal control system for 2024 and statement of internal control system. 9. To amend the Company's Articles of Incorporation. 10. To amend the Company's Internal Control Systems. 11. To approve the Company's Articles of the Employee Stock Ownership Association. 12. Proposal for the issuance of 2025 new restricted employee shares. 13. Proposal to release the non-compete restriction on a director. 14. Matters of convening 2025 regular shareholders' meeting. 15. Adoption of the shareholders' proposals for 2025 shareholders' meeting.	Approved by all attending directors
Apr. 30, 2025	1. The Company's 2025 Q1 consolidated financial statements.	Approved by all attending directors
July. 31, 2025	1. The Company's 2025 Q2 consolidated financial statements. 2. To amend the Company's Issuance Rules of 2025 New Restricted Employee Shares. 3. The list of eligible recipients and number of shares for new restricted employee shares.	Approved by all attending directors

Date	Summary of Major Resolutions	Resolution Results
	4. Proposal to amend the Company's Articles of the Employee Stock Ownership Association. 5. Submission of the Company's 2024 sustainable development report. 6. To establish the Sustainable Development Committee and adopt its charter. 7. To amend the Company's Sustainable Development Best Practice Principles and Sustainability Information Management Procedure. 8. To appoint the members of the 1st term Sustainable Development Committee. 9. Proposal to terminate the balance of the intercompany loan between the Company's subsidiaries. 10. Proposal to amend the Group Tax Policy and Management Guidelines of the Company and its subsidiaries.	
Oct. 29, 2025	1. The Company's 2025 Q3 consolidated financial statements. 2. The Company plans to lend funds to its subsidiary. 3. The intercompany loans between the Company's subsidiaries. 4. Year-end bonus for officers. 5. Report of transactions with the related party for 2026. 6. To amend the Personal Data Security and Maintenance Measures and rename to Privacy Policy. 7. To amend the Company's Risk Management Methods and Procedures. 8. To set the Company's risk appetite (risk tolerance) value at 15 (inclusive) or below. 9. The Company's annual audit plan for 2026.	Approved by all attending directors