

Realtek Semiconductor Corp. Biodiversity Statement

Realtek has long been focusing on environmental protection and the promotion of nature conservation education. We deeply recognize that reducing pollution in nature and maintaining ecosystems and habitats for flora and fauna are among the key issues in global sustainable development. To support international initiatives such as the United Nations Convention on Biological Diversity and the Kunming-Montreal International Biodiversity Framework, we have established the 'Realtek Semiconductor Biodiversity Statement', aiming to encourage our supply chain partners and stakeholders to attach importance to and promote issues such as environmental protection, species conservation, and habitat maintenance. Together, we will continue to contribute to the preservation of biodiversity, nature conservation, and ecosystem maintenance, further playing our part towards global sustainable development and the future generations of this land.

Commitment

Realtek Semiconductor commits to implementing a green, low-carbon operation and continues to invest in the maintenance of ecological balance, species conservation, and environmental education. In 2050, we are committed to No Net Loss (NNL)^{Note 1}, progressing towards a Net Positive Impact (NPI)^{Note 2} on biodiversity, and preventing all forms of gross deforestation, thereby fulfilling the responsibilities of a good corporate citizen.

Target

✓ Strictly adhering to legal requirements and promoting the development of biodiversity

All Realtek global locations comply with local laws and regulations, thus showing our dedication to minimizing ecological impacts and changes, reducing biodiversity loss, and continuing to focus on issues such as animal and plant conservation, ecosystem equilibrium, environmental protection, and the rational utilization of resources.

Note 1: No Net Loss (NNL) is defined as the point at which project-related impacts on biodiversity are balanced by measures taken to avoid and minimize the project's impacts, to undertake on-site restoration, and finally to offset significant residual impacts.

Note 2: Net Positive Impact (NPI) refers to the negative biodiversity impacts caused by the project to be outweighed by biodiversity gains through compensation measures implemented in the project region.

✓ **Preservation of native biophysical environments**

When constructing new operational sites in the future, Realtek will assess whether these locations are considered major habitats, biodiversity-sensitive regions, or natural conservation zones by international or local governments in order to avoid negative impacts on the ecosystem.

✓ **Cooperating with supply chain partners in biodiversity conservation**

At Realtek, we encourage supply chain partners to commit to international initiatives related to biodiversity and forest conservation and actively and continuously initiate improvements to ensure the fulfillment of these commitments.

✓ **Investing and participating in environmental education**

Realtek promotes environmental conservation and biodiversity education to arouse public awareness of forest protection, environmental friendliness, and ecological conservation. We also foster a culture of harmonious coexistence between humans and the natural environment and advocate for and perpetuate the idea of sustainability.

✓ **Diligently implementing environmental protection measures in daily operations**

Implementing green, low-carbon operations, striving for energy conservation and carbon reduction, and enhancing the usage of renewable energy and the efficiency of energy resource management progressively moves Realtek towards net-zero emissions, mitigating the impacts on biodiversity caused by climate change, resource consumption, and pollution. Furthermore, we advocate for a circular economy, recycling and reusing resources, prioritizing collaboration with green partners, and creating opportunities for the conservation of biological resources across the supply chain.

✓ **Green buildings and comply with land-use standards**

When constructing new buildings, Realtek adopts construction methods that minimize environmental impact and prioritizes reference to and compliance with biodiversity specifications and measures under green building standards. If it is necessary to alter the land use of the facility site, Realtek will uphold its commitment to biodiversity protection and comply with government regulations to ensure no adverse effects on native ecosystems, habitats, and species.

✓ **Collaborating with stakeholders to promote biodiversity development**

Realtek persists in communication with both internal and external stakeholders to plan actions that promote biodiversity development to mitigate the impacts of climate change on the environment and reduce ecological pollution and resource consumption, thereby fulfilling and responding to stakeholders' expectations.

Vice President and Spokesperson, Yee-Wei Huang

A handwritten signature in black ink, appearing to read 'Yee-Wei Huang', written in a cursive style.