

Climate-Related Lobbying and Industry Association Participation

Management Procedures and Guidelines

Realtek has established a management system for climate-related lobbying activities and participation in industry associations, covering all of Realtek's global operating sites, and has formally promulgated the *Climate-Related Lobbying and Industry Association Participation Management Procedures and Guidelines*. Through clear and systematic evaluation mechanisms, we ensure that the Company's participation in public affairs is aligned with Realtek's sustainability and climate change policies and the goals of the *Paris Agreement*.

Direct lobbying

Realtek supports government policies and initiatives that comply with the *Paris Agreement*, and strictly complies with Article 7 of Taiwan's *Political Donations Act*, which stipulates that a company in which foreign individuals or legal entities hold more than 30% of shareholder rights may not make political donations. Since foreign individuals and legal entities hold more than 30% of Realtek's shareholder rights, in Taiwan we primarily participate in industry associations and provide advocacy or policy recommendations as references for the government when formulating climate-related policies and regulations.

When any Realtek operation site has a direct lobbying need regarding climate-related policies, it will strictly follow local lobbying laws and regulations. Before undertaking any direct lobbying, Realtek's management and oversight procedures are as follows:

1. The lobbying content must be consistent with Realtek's climate-related policies and the *Paris Agreement*.
2. The proposed lobbying must be evaluated by Realtek's Sustainability Task Force and, once approved, submitted to the Sustainable Development Committee. Lobbying activities may only proceed upon the Committee's consent.
3. The Sustainability Task Force tracks implementation progress and regularly reports the progress and outcomes to the Sustainable Development Committee.
 - (1) If the laws, policies, or proposals being lobbied for align with the predetermined objectives, lobbying will continue.
 - (2) If the laws, policies, or proposals being lobbied for partially deviate from the predetermined objectives, negotiations will be initiated in an effort to adjust them back to the predetermined objectives.
 - (3) If the laws, policies, or proposals being lobbied for completely fail to meet the predetermined objectives, lobbying will be discontinued.
4. The Sustainable Development Committee regularly reports to the Board of Directors.

Industry associations

Realtek actively participates in climate-related industry associations and seeks to ensure that the operation of these associations is more closely aligned with our approach to addressing climate change and promoting net-zero emissions. The management and oversight procedures for Realtek's participation in climate-related industry associations are as follows:

1. Screening climate-related industry associations:

- (1) We review all global industry associations in which we participate as a member.
 - (2) We identify those industry associations whose core purpose is to address climate change and related frameworks such as the *Paris Agreement*, or that are active on climate-change-related topics through public speaking, promotion, education, advocacy, policy recommendations, and other work items, and include them as managed entities in our climate-related organization management system.
2. Assessing and overseeing whether participation in climate-related industry associations and their business activities are aligned with the *Paris Agreement*:
 - (1) We conduct regular annual assessment and oversight of the entities included in the climate-related industry association management system.
 - (2) We evaluate whether the climate policy positions expressed in the public statements of climate-related industry associations support and are consistent with the goals of the *Paris Agreement*, such as limiting global warming to well below 2°C or 1.5°C, achieving net-zero emissions by 2050, and implementing energy conservation and carbon reduction measures.
 - (3) We evaluate whether the business activities carried out by climate-related industry associations, such as external communications, promotional campaigns, training programs, advocacy, and policy recommendations, support and are consistent with the goals of the *Paris Agreement*.
 - (4) Based on the evaluation, we categorize climate-related industry associations into two groups: those whose positions are consistent with the goals of the *Paris Agreement* and those that are not. We will continue to actively participate in associations whose positions are aligned with these goals, while we will adopt further response measures for associations whose positions are not aligned.
3. If we identify any inconsistencies between the climate-related industry associations in which we participate and Realtek Semiconductor's climate change policies and the goals of the *Paris Agreement*, we will take the following response actions:
 - (1) For industry associations that are partially inconsistent with our climate policies and targets, we will conduct consultation and communication with the association and its members. We will set a maximum period of two years to make every effort to coordinate and facilitate alignment between the association's goals and positions and those of the Company. If alignment cannot be achieved within this period, we will withdraw from the association.
 - (2) For industry associations that are significantly inconsistent with our climate policies and targets, we will withdraw from the association.