

Water Resources Policy

Realtek has been committed to environmental protection, recognizing that freshwater is a limited, versatile, and precious resource. Under the extreme weather and rapid changes in water resources caused by climate change, we further understand that protecting water resources is an urgent and critical issue for global sustainable development. Fulfilling our responsibility as a good corporate citizen, Realtek actively implements effective water resource management, continuously promotes various water sourcing and conservation measures, and advocates for all employees to participate in water-saving initiatives. We also encourage our supply chain partners and stakeholders to jointly value and promote water resources and environmental protection, and to enhance water resource adaptive resilience. Through the following committed actions, we strive to contribute to global sustainable development and the next generation of this land:

- **Strictly Comply with Water-Related Regulations and Actively Protect Water Resources**
 - ✓ All Realtek global sites comply with all applicable international and local water-related regulations and standards. Through the monitoring and control of water usage and discharge, we reduce the impact on water resources caused by our operations.
 - ✓ We continuously monitor the impact of climate change on water resources and are dedicated to protecting the environment, including the preservation of freshwater ecosystems.
- **Establish a Comprehensive Water Risk Assessment Mechanism and Formulate Response Plans**
 - ✓ We evaluate the impact of water resources on our operations and formulate short-term and long-term response plans for potential water risks, such as droughts and water shortages, to increase our adaptive resilience.
- **Continuously Implement Source Management of Water Resources and Enhance Water Use Efficiency**
 - ✓ We set water efficiency and management targets, establish a complete and effective management mechanism, implement tracking of water usage flows, regularly review target achievements, and continuously make improvements.
 - ✓ We continuously optimize water recycling and reuse methods, including reclaimed water reuse, rainwater harvesting, and the recovery of air-conditioning condensate and cooling water. We prioritize the use of water-saving equipment and devices to implement water conservation, maximize the benefits of available water resources, and enhance overall water use efficiency.
 - ✓ We disclose water resource-related information openly and transparently, regularly reporting on water withdrawal and discharge status, water-saving performance, and management measures.
- **Enhance Awareness and Ensure Safe, Sanitary Water in Facilities**
 - ✓ We actively promote the importance of water resources, water management measures, and environmental protection concepts, encouraging full employee participation in water conservation to foster water resource management awareness.
 - ✓ The water resources used in Realtek's operations are primarily for domestic use. Recognizing that the provision of water and sanitation facilities is a fundamental human right, we ensure that all employees, contractors, and visitors have the right to access safe and sanitary water and facilities.