Human Rights Policy of Realtek Semiconductor

Realtek Semiconductor adheres to labor-related laws and regulations in the worldwide locations where Realtek operates its businesses. We protect employees' legal rights and interests, comply with the spirit of human rights protection and the fundamental principles stated in various international covenants on human rights, such as the International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact. We fully reflect the responsibility to respect and protect human rights, and treat and respect all employees, contractual employees, temporary employees, etc. with dignity, and we also expect suppliers, business partners, customers, and other entities that have business relationships with Realtek to comply with Realtek Semiconductor's Human Rights Policy as well.

In order to promote human rights awareness and create an environment of respecting human rights via the implementation of the basic core principles of the international covenant on human rights, the Company has formulated this policy to comply. The implementation guidelines are as follows:

1. **Protection of Free Labor Rights**
    - Unreasonable labor constraints on labors, unreasonable restrictions on entering or exiting the company, and unreasonable restrictions on labors' freedom of movement within the workplace are strictly prohibited.
    - No employment of forced labor, debt bondage (inclusive of the pledge of a person's services as security for the repayment for a debt) or indentured labor, involuntary or exploitative labor or slavery is permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud in order to obtain labor or services.
    - No forced, compulsory labor, nor any form of insult or inhumane treatment is permitted.
2. **Abolition of Child Labor and Underage Workers**
    - We adhere carefully to various labor laws promulgated by the government, strictly implement the policy of abolition of child labor, only hiring employees who are 18 years of age or above, and adhere closely to international social responsibility standards and relevant government regulations.
3. **Providing Safe Working Environment and Legal Remuneration**

- We safeguard employee's welfare, provide a healthy and hygienic working environment, and protect employee's related rights and interests.
- We promote environmental safety policies and propagate related laws and regulations, and raise the safety awareness of all employees.
- We strictly comply with all applicable wage laws and regulations, and legal limits to working hours. Provide fair wage and timely pay in full with pay slips to state legitimate deductions.
- We provide overtime compensation in accordance with local laws in each country. Deductions from wages as a disciplinary measure is prohibited.

4. Attaching Significance to Employee's Physical and Mental Health

- We provide health management assistance, encourage employees to value and maintain physical and mental health, and improve work and life efficiency and health balance goals.
- We organize various activities beneficial to physical and mental health.

5. Promoting Responsibility of Equality and Security

- We strictly prohibit unlawful discrimination to ensure equal and safe employment opportunities in hiring and employment practices such as performance appraisal, promotions, rewards, and access to training.
- We respect an employee's basic human rights. Unreasonable or inhumane treatments, including any form of violence, gender-based violence, sexual harassment, sexual assault, corporal punishment, mental or physical oppression, bullying, public shaming, or verbal abuse, etc. are prohibited.
- Any form of discrimination, including race, color, nationality, age, gender, sex orientation, disability, pregnancy, religion, political affiliation, union membership, marital status, veteran status or certain circumstances protected by other countries or regions is prohibited. We provide employee with reasonable accommodation for religious practices. In addition, employees or potential employees will not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.
- We promote pay equality. Remuneration and compensation assessment standards will not vary due to the difference in gender, race, age, religion. We fully implement pay equality and maintain fair remuneration system standards.

6. Supporting Freedom of Association

- We respect an employee's right to freedom of assembly and association, including to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly. We attach significance to all

employee's organizations to promote and foster labor-management cooperation and establish harmonious labor-management relations.

- Employees and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, dismissal, harassment, blacklisted, reprisal, intimidation, or other unfair treatment.

In order to protect the human rights of all colleagues and related personnel, the Company attaches significance to human rights issues and formulates the Human Rights Policy of Realtek Semiconductor by referring to the international covenant on human rights for all relevant personnel to comply, and also adopts appropriate measures in accordance with the policy when conducting all relevant business.

Matters and Practice of Realtek's Human Rights Concerns

Realtek Semiconductor adheres to labor-related laws and regulations in its worldwide locations where the Company operates its business. We comply with the spirit and fundamental principles of human rights protection stated in various international covenants on human rights, such as the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact. We fully reflect the responsibility to respect and protect human rights, and treat and respect all employees, contractual employees, temporary employees, etc. with dignity.

Item	1. Protection of Free Labor Rights	2. Abolition of Child Labor	3. Providing a Safe Working Environment and Legal Remuneration	4. Attaching Significance to Employee's Physical and Mental Health	5. Promoting Responsibility of Equality and Security	6. Supporting Freedom of Association
Specific Approaches	(1) Fully comply with the Labor Standards Act, not hiring any type of involuntary or exploitative labor, not using threats, violence, custody, or any other illegal means to force employee, and commit to not withholding identification documents or passports, not requiring deposits, and not passing recruitment fees on to workers. (2) No forced or compulsory labor; prohibition of any form of insult or inhumane treatment. (3) Implementation of effective and available grievance channels for all	(1) Adhering carefully to social responsibility international norms, and relevant labor laws and regulations promulgated by the government, and continuing to pursue improvements. (2) Not hiring workers under the age of 18, nor forced or compulsory labor. (3) Establishing a policy of abolition of child labor and implementing an appropriate system to manage documents related to an employee's age and their verification to avoid any child labor working on the site.	(1) Safeguarding employee's welfare, healthy and hygienic working environment, and protecting related rights and interests of employee. (2) We strictly comply with all applicable wage laws and working hour regulations. Provide fair and full wage on time with pay slips to state legitimate wage deductions. (3) The Occupational Safety and Health Center presents various workplace promotion programs. (4) Implementing an Occupational Safety and Health Management System (OSHMS) and obtaining	(1) Conducting lectures on multiple subjects of knowledge. (2) Organizing various activities aimed at promoting physical and mental well-being. (3) Providing EAP services, such as psychological consultation and legal consultation. (4) Providing comprehensive and well-equipped fitness facilities and spaces. (5) Establishment of various clubs and magazine reading rooms in each plant. (6) Announcements highlighting key health information reminders. (7) Annual health checks service.	(1) Respecting employee's fundamental human rights, and not allowing unreasonable or inhumane treatment. (2) Prohibiting any form of discriminatory behavior, providing equal opportunity employment; no discrimination based on race, color, nationality, age, gender, sex orientation, disability, pregnancy, religion, political affiliation, marital status, veteran status or other circumstances protected by laws, in employment recruitment, training, reward,	(1) We respect an employee's right to freedom of assembly and association, including to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly. We attach significance to all employee's organizations to promote and foster labor-management cooperation and establish harmonious labor-management relations. (2) Convening organizational communication meetings and Employee Welfare Committee meetings once every

	employees.		verification (ISO 45001). (5) Performing monitoring of carbon dioxide, illuminance, noise levels, and drinking water quality control. (6) Establishing emergency response teams, and holding fire emergency response training regularly.		promotion, termination, retirement, training, reward, promotion, and other employment conditions.	quarter.
Corresponding International Covenant on Human Rights	Slave and compulsory labor	Protection and assistance to a family	Rights to physical and mental health, gender equality		Prohibition of cruel, torturous, or inhumane punishment; all working conditions being equal before the law	Fundamental labor rights; freedom of association
Object Affected	All employees					