



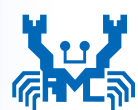
REALTEK



REALTEK

2025 ESG Report





REALTEK

REALTEK 2025 ESG Report

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About this Report

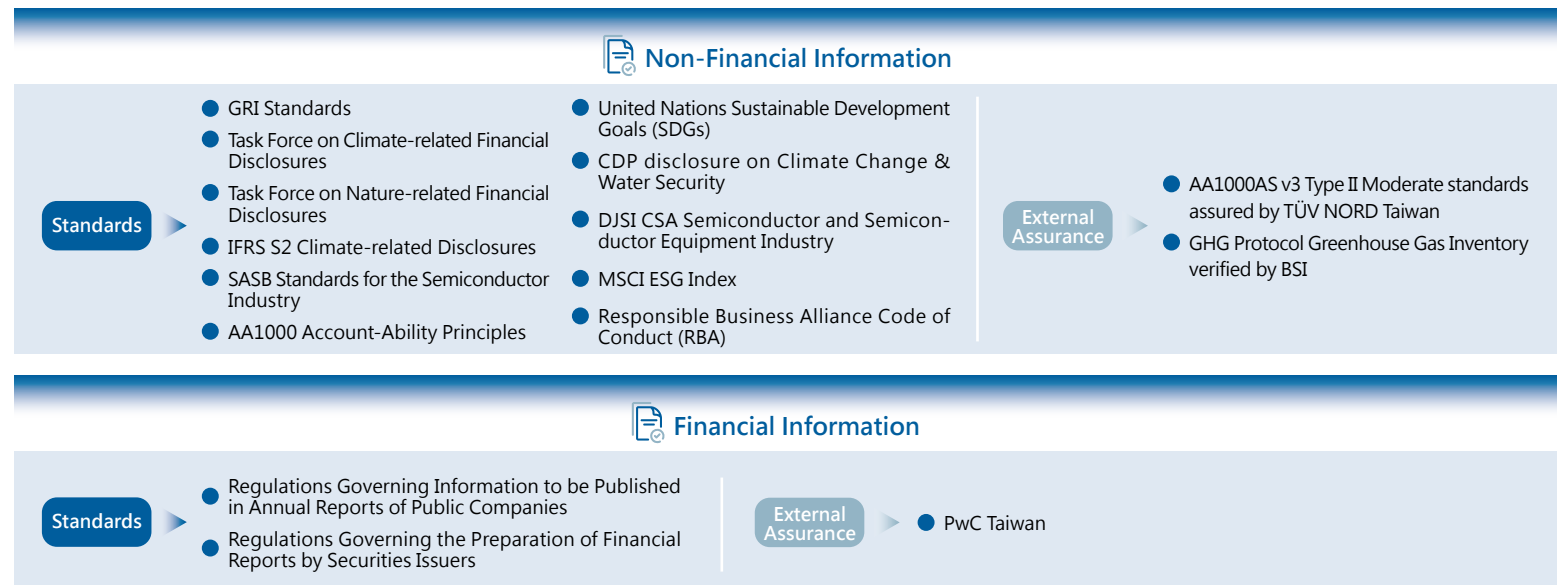
Realtek Semiconductor Corp. (hereinafter referred to as Realtek Semiconductor or Realtek) has published a Corporate Social Responsibility Report annually since 2016 to systematically present its management objectives and implementation results in corporate governance, environmental, and social aspects. In response to sustainability trends and the expansion of disclosure topics, the report was renamed the Sustainability Report in 2021. This report is the 10th iteration of our public disclosure of topics concerning Environmental, Social, and Governance (ESG) initiatives at Realtek. This report was created to transparently convey our sustainability efforts to our stakeholders, serving as an important channel for fostering two-way communication.

Reporting Period

Data presented in this report, spanning from January 1 to December 31, 2025, are consistent with those in our FY2025 financial report. This report was approved by the Board and issued in August 2026, and the full content is publicly available in the Sustainability Development section of the Realtek official website. Realtek publishes this report annually to disclose our sustainability progress and achievements.

Reporting Principles

This report was prepared in accordance with the 2021 GRI Standards issued by the Global Reporting Initiative (GRI). It also referred to the Taiwan Stock Exchange Corporation's *Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies*, the Sustainability Accounting Standards Board's (SASB) disclosure standards for the semiconductor industry, the Financial Stability Board's (FSB) Task Force on Climate-related Financial Disclosures (TCFD), and the United Nation's (UN) Sustainable Development Goals (SDGs).





Report Scope

This Sustainability Report focuses on the standalone entity Realtek as the core scope of disclosure, covering our operations in Taiwan (the Hsinchu site ^{Note} and our Taipei and Tainan offices). The financial information is consistent with that presented in the consolidated financial statements, while the greenhouse gas emissions boundary extends to 19 sites worldwide. For other indicators, any differences in scope are separately indicated in the relevant sections, and we will progressively expand the coverage of our disclosures going forward. Through the materiality assessment process, Realtek identifies the ESG material topics that have a substantive impact both inside and outside the organization and, on this basis, evaluates the associated operational challenges and opportunities. This Report is not only a vehicle for information disclosure, but also a demonstration of how Realtek integrates sustainability values into corporate governance, environmental protection, and social inclusion.

The financial data disclosed in this report has been audited by PwC and is consistent with our 2025 Annual Report. All financial figures throughout the report are stated in New Taiwan Dollars (NTD) unless specified otherwise.

Note:

1. Realtek's Hsinchu, Taiwan operating sites include Realtek Hsinchu Office 1, Office 2, Office 3, and Biomedical Office 1.
2. Regarding the organization-wide financial figures, please refer to our [2025 Annual Report](#). The certified public accountants, Cheng, Ya-Huei and Li, Tien-Yi, have been contracted with Realtek since February 2020 and March 2022, respectively.

Restatements of Information

Compared to the Realtek 2024 Sustainability Report, the following data and definitions have been revised:

1. In response to cases in 2023 and 2024 where employees did not return to work after taking leave without pay, which resulted in fluctuations in the number of employees leaving compared with 2024, the calculation methodology for the new hire rate and turnover rate was adjusted in 2025. The calculation formula is as follows: New Hire Rate or Turnover Rate (%) = [Number of New Hires or Departures in the Given Category During the Year / Average Number of Employees in That Category at the Beginning and End of the Year] * 100%. For the updated figures, please refer to the [Diverse Recruitment and Talent Pipeline Development Strategy](#).
2. On page 166 of the 2024 Sustainability Report, under "Greenhouse Gas Inventory Information," the subtotal data for all subsidiaries in the 2024 consolidated financial statements only included the Scope 2 figure instead of the sum of Scope 1 and Scope 2 emissions. This has been corrected in this report. The subtotal has been revised accordingly, with Market-Based emissions corrected from 2,098.82 tCO₂e to 2,806.36 tCO₂e, and Location-Based emissions corrected from 4,896.05 tCO₂e to 5,603.59 tCO₂e. For the updated data, please refer to the [Appendix – Climate-related Information of Listed Companies: Greenhouse Gas Inventory Information](#).



Management Methods

In 2024, Realtek established the Regulations on *Realtek's Sustainability-related Information Management* and incorporated them into its internal control system, with the internal control audit completed in November 2025. In 2025, in order to further enhance board-level sustainability governance and oversight, we established a board-level Sustainable Development Committee in accordance with the *Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies* and the *Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies*, and adopted the *Sustainable Development Committee Charter*. The information and statistical data in this report are compiled in line with the relevant internal procedures. Representatives from the sustainability units established within each department of Realtek review and consolidate the practices and performance of their respective business units with regard to sustainability strategies. The sustainability information collected underwent a thorough review and verification process conducted by the ESG representatives, ESG center, and top-level managers to ensure its accuracy and credibility. The final report was then presented and issued with the approval of the Sustainable Development Committee and the Board of Directors.

External Assurance

This report has been externally verified by the third-party assurance agency, TÜV NORD Taiwan, in accordance with the AA1000 Account-Ability Principles: Inclusivity, Materiality, Responsiveness, and Impact. Based on the review, it fully conforms with AA1000AS v3 Type II Moderate standards. Our full assurance statement can be found in the [Appendix - Third Party Assurance Statement](#).

Contact

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Science Park, 30076, Taiwan

Email: RT_ESG@realtek.com



Realtek Semiconductor Corporation
Sustainability Section on the Official
Website

Message from Our President

To all partners and friends who have been actively engaging with the sustainable development of Realtek:

2025 marked the 39th anniversary of Realtek Semiconductor Corporation. Building on our groundbreaking technological advancements, we have achieved record-breaking sales this year—setting a new benchmark for success. We extend our sincerest gratitude toward all our partners and friends for their continued support and their contributions that boost Realtek's development and growth in all aspects.

Sustainable development is a core value that Realtek consistently strives to improve. Realtek recognizes that sustainable operations are inseparable from a stable and diverse environment. Therefore, we keep paying attention to international initiatives related to corporate sustainability and try to establish or refine corresponding operation management policies that align with domestic and international standards. All the impactful sustainable issues are systematically investigated to create the sustainable action policies and our future goals both in the short term and in the long run. Through the optimization of management mechanisms and effective performance evaluation, various sustainable projects are moved forward. The 2025 Realtek ESG Report serves as a summary to our practices and development, presented with the utmost sincerity to our dearest partners.

Innovation, Sound Management, and Corporate Governance

Ethical management and innovation are part and parcel of our sustainable development. Adhering to the belief of "self-confidence, trust in people, teamwork, innovation, and vitality," we implement stable operations through sound management. In addition, Realtek continuously focuses on technological and product innovation to strengthen our existing market leadership, while actively expanding into emerging application markets. With the collective efforts of our employees, Realtek Group made a record-high consolidated revenue of NT\$122.71 billion for the full year of 2025, up 8.2% from the previous year!

In terms of product innovation and R&D achievements, Realtek once again received multiple prestigious awards in 2025. At Computex Taipei 2025, our RTL8735C chip won the Best Choice Golden Award, while the multifunction wireless high-speed transmission chip (RTL8922D) and the enterprise edge AI switch chip (RTL9335) both received the Best Choice Category Award. In addition, our intelligent wearable Bluetooth audio SoC received the Best RF/Wireless IC of the Year Award at the 2025 EE Awards Asia. We continue to invest in innovative research and development, strengthening our intellectual property by steadily increasing both domestic and international patents, pending and granted. Driven by persistent effort, we have been recognized on Clarivate's "Top 100 Global Innovators" list for four years in a row, showcasing our competitiveness and longstanding commitment to innovation.

To realize its vision for sustainable corporate development, Realtek is committed to strengthening corporate governance. In 2025, Realtek formally established a Board-level Sustainable Development Committee to serve as the company's highest governance body

for sustainability. The Committee has overarching responsibility for overseeing the progress of key issues across corporate governance (economic), environmental, and social (including human rights) dimensions, thereby continually enhancing the company's overall sustainability performance. Realtek has also received multiple domestic and international recognitions in the field of sustainability, including the EcoVadis Sustainability Bronze Medal and being ranked by Ertel for five consecutive years as one of the Best Management Teams among small and mid-cap companies in the Asian semiconductor industry. In addition, Realtek has been recognized with the Best IR Professional Award, selected for the 2026 S&P Global Sustainability Yearbook, and chosen as a constituent stock of the FTSE4Good TIP Taiwan ESG Index. Furthermore, Realtek received the Bosch Global Supplier Award in the "Materials and Components" category, making it one of the few suppliers worldwide to be honestly listed as one of Bosch's top global suppliers for leading technologies and services.

For the past thirty-nine years, Realtek has been committed to sound and ethical management. Through meticulous corporate management and strategic planning, we implement corporate governance by integrating various professional units within the organization. This ensures that all aspects of our operations align with our responsibilities for sustainable development. Our practices include implementing legal compliance, information security management, and risk management, enhancing the transparency of information disclosure, safeguarding shareholder rights, strengthening the functions of the Board, respecting and protecting human rights, and maintaining active communication with our stakeholders on various ESG issues. Corporate governance and ethical integrity are the cornerstones of our pursuit of corporate sustainability and represent our core responsibilities. We will continue our diligent efforts to report on our progress and achievements.



Fulfilling the Green Commitment

While pursuing revenue and profit growth, Realtek also actively supports international net-zero emission initiatives. Realtek has signed the commitment letter for the Science Based Targets initiative (SBTi) and, in alignment with its guidelines, established science-based reduction targets. These targets are scheduled for submission to the SBTi for review in 2026. Through rigorous target setting and execution, the company aims to achieve net-zero emissions by 2050. Regarding the use of renewable energy, we are actively planning and implementing green power generation projects. We have installed solar power systems at Hsinchu Office 1, Office 2, and Office 3 to reduce the environmental impact of our operations. Furthermore, we have set a goal to achieve RE50 by 2030 and have voluntarily committed to achieving 100% renewable energy across the entire Group and net-zero emissions by 2050.

For green products, Realtek incorporates energy-saving and environmental principles into the design process. This approach drives innovation and supports steady growth and profitability, while simultaneously reducing product power consumption and increasing durability. By minimizing energy and resource consumption throughout the product lifecycle, we make a tangible contribution to global energy conservation and carbon reduction initiatives. To foster a culture of environmental sustainability and realize our goals, we actively promote environmental advocacy and provide training, leveraging systematic management to ensure company-wide consensus on environmental responsibility.

Talent Strategy and Corporate Culture

Realtek is in a knowledge and technology intensive semiconductor IC design industry, where talent and intellectual property are the most important resources. These are the driving force behind the company's advancement and cornerstones for deepening our sustainable competitiveness. Over the years, Realtek has continuously pursued talent development strategies to enhance innovation and optimize the organizational competitiveness to respond to short-, medium-, and long-term operational and strategic development needs. Realtek's talent development strategy is built on the core philosophy of "self-confidence and trust in people," creating an open learning and mutually trusting work environment. Internally, we have established a dual-track development system for both technical integration and management, providing high-potential employees with cross-departmental rotation opportunities and facilitating the development of a robust pipeline of senior leaders. In terms of talent cultivation and development, we use the six major field academies of Realtek Corporate University to develop sustainable education and training plans, covering organizational development learning and employee self-breakthrough education and training structures, cultivating all employees' knowledge, skills, attitudes, and the core qualities of sustainable innovation and organizational culture. In terms of improving work life, Realtek integrates various employee welfare matters to afford a friendly workplace environment, promote high-quality organizational environment renovation, create team collaboration and vitality. To encourage employees to actively contribute to the company's success, Realtek launched the Employee Stock Purchase Plan in the first half of 2025. This initiative is designed to motivate employees, strengthen organizational engagement, and enable them to grow alongside the company while sharing in its business success. In addition, Realtek provides employees health care services and environmental testing projects, and conduct an annual employee engagement survey to progressively drive various improvement initiatives to create a safe and reliable working environment.

Realtek's corporate culture is defined by self-confidence and trust in people, teamwork, innovation, and vitality. Self-confidence is derived from professionalism; trust in people is manifested through sharing, belief in the team, and helping others. Teamwork stems from coordinating with and supporting the team spontaneously of their own volition. Innovation involves actively pursuing leading-edge breakthroughs and actively creating new values, new fields, and new opportunities. Vitality is about proactivity and passion. We believe this organizational culture provides Realtek employees with a shared vision and direction, enabling the organization to focus and align its efforts, and build a unique and sustainable competitive advantage.

Social Care and Sustainability Outlook – Co-prosperity with the Global Community

Fulfilling corporate social responsibility is one of Realtek's established operational goals. We continuously invest in planned social care projects that address diversity, inclusion, and specific needs, and integrate resources such as funds, manpower and supplies to practice corporate social citizenship participation. Realtek continues to advance the "Realtek Charity and Sustainability Three-Year Plan," a new shared-value sustainability initiative, and, through the concerted efforts of all Realtek employees and stakeholders, actively promotes social participation to create shared prosperity for society. In 2025, Realtek invested more than NT\$13 million to support charitable and public welfare activities. In terms of public welfare project planning, Realtek reaffirmed the commitment to rural education development and children's reading projects, fostering the pursuit of knowledge and creating learning opportunities. In addition, Realtek actively supports domestic performing arts groups, as well as the cultivation of artistic and cultural talents, promoting the development of local arts and culture. Realtek also continues to collaborate with its partner, the Old Tree Environmental Protection Foundation, sponsoring the "Happy Storyteller – Love Trees Campus Co-Learning Program." Centered on ecological education and stories of old trees, the program held more than 30 tree-conservation and nature-knowledge education sessions in 2025, engaging over 1,500 student attendances in total. Together, these efforts stimulate and create positive influence in corporate citizenship and hold far-reaching significance.

Last but not least, Realtek understands the expectations and needs of various stakeholders and employs them to plan a blueprint for sustainable development. We will adhere to the positive, rigorous and prudent approach, continue to promote sustainable development, and achieve sustainable operation through practical actions. We would like to express our gratitude to our partners for their continuous interest to Realtek, and to work with us to support global sustainable development initiatives.

Realtek remains committed to contributing wholeheartedly to both corporate and global sustainable development, embedding sustainability thinking into the mindset of every member of the organization. By integrating the organization-wide participation with operational policies and objectives, we work together to achieve and advance Realtek's sustainability goals and commitments!

Realtek Semiconductor Corp.
President

張光陸

Realtek's corporate sustainability development goals and commitments

REALTEK

Commitment to sustainability goals, honesty, and integrity

Implementation of green energy policies and environmental responsibility

Sustainable talent development and a safe environment

Active cooperation on service and quality requirements

Innovation and R&D to enrich the world and improve convenience

Continued progress to warm the hearts of more people

External Recognition and Awards



Honored with the **highest rating of “A”** in the CDP’s **Supplier Engagement Assessment (SEA)** and named to the **CDP SEA A List**



Top 100 Global Innovator

Driven by persistent effort, we have been recognized on Clarivate’s “Top 100 Global Innovators” list for four years in a row



Chosen as a **constituent stock of the FTSE4Good TIP Taiwan ESG Index**



2025 Bosch Global Supplier Award

Received the 2025 Bosch Global Supplier Award in the “Materials and Components” category, making it one of the few suppliers worldwide to be included on Bosch’s list of top global suppliers for leading technologies and services



Selected for inclusion in the **2026 S&P Global Sustainability Yearbook**



Received the **9th National Industrial Innovation Award**



Named “All-Asia Executive Team” by Extel

In 2025, Realtek was honored by Extel - for the 5th consecutive year, being recognized as one of the Best Asia Executive Team in the Asia Semiconductor Small and Mid-Cap sector, including Best IR Professional



Awarded the **EcoVadis Sustainability Bronze Medal**



Best RF/Wireless IC of the Year Award at the 2025 EE Awards Asia

Realtek’s intelligent wearable Bluetooth audio SoC (RTL8773D0) received the Best RF/Wireless IC of the Year Award at the 2025 EE Awards Asia



Innovative Product Award 2025

Realtek’s ultra-low-power multi-modal AI SoC (RTL8735C) received the Innovative Product Award 2025



Best Choice Golden Award & Best Choice Category Award

At Computex Taipei 2025, Realtek’s ultra-low power multi-modal AI SoC (RTL8735C) won the Best Choice Golden Award, while the multifunction wireless high-speed transmission chip (RTL8922D) and the enterprise edge AI switch chip (RTL9335) both received the Best Choice Category Awards

Outstanding Performance of Realtek Employees



2025 Outstanding Employee Award
of Hsinchu Science Park

Phinex Hung

Connected Media Business
Group



2025 Outstanding Employee Award
of Hsinchu Science Park

Zanne Wu

Multimedia Business Group



21th Hsinchu District
Outstanding Manager Award

Joey Chien

Smart Interconnect Business Group



2025 Outstanding Employee Award
of Hsinchu Science Park

Candy Chang

International Marketing &
Sales Dept



2025 Outstanding Employee Award
of Hsinchu Science Park

Sue Liu

Intelligent Decision
Research Center



2025 Outstanding Employee Award
of Hsinchu Science Park

Shawn Min

R&D Center



2025 Outstanding Employee Award
of Hsinchu Science Park

Elle Chien

Quality Management Division

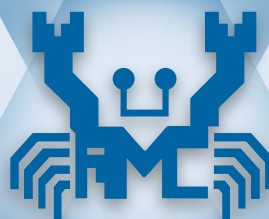
About Realtek

Realtek Semiconductor Corporation, founded on October 21, 1987, is one of the world's top 10 leading fabless IC design houses, headquartered in the Hsinchu Science Park, Taiwan. Realtek takes IC R&D and innovative design as its corporate positioning. From product R&D and circuit design to manufacturing collaboration, testing, and sales, our company is dedicated to driving innovation and transformation, achieving the goal of "New Technologies, New Products, New Applications, New Values, and New Markets."

Since its founding, Realtek has achieved steady breakthroughs and growth, driven by forward-thinking strategic planning and the concerted efforts of all employees. We adhere to our established objectives, continuously advancing the development and innovation of products and technologies. Our R&D efforts cover a wide range of electronic products for applications in connected media, communications network, computer peripherals, multimedia, and smart interconnect. Realtek has a professional, comprehensive, and technologically superior team of IC R&D experts. Equipped with advanced innovative R&D technologies, exceptional knowledge of manufacturing systems, and a keen understanding of market trends and customer needs, we provide customers with high-performance, high-quality, and competitive comprehensive products and solutions.

In 2025, there were no significant changes to Realtek's industry, value chain, or other business relationships due to major mergers and acquisitions or other reasons.

REALTEK



The crab is Realtek's corporate symbol—distinctive and recognizable. It represents resilience, agility, and fearlessness, reflecting our commitment to overcome challenges and continuously pursue excellence, providing greater global service, making outstanding and lasting contributions to innovative technology.

Realtek's Corporate Culture



Self-confidence is derived from professionalism

Trust in people is manifested through sharing, belief in the team, and helping others



Teamwork stems from coordinating with and supporting the team spontaneously of their own volition

Innovation involves actively pursuing leading-edge breakthroughs and actively creating new value, new fields, and new opportunities



Vitality is about proactivity and passion

Company Profile

Chairman	Chiu, Sun-Chien	President	Yan, Kuang-Yu
Company Type	Publicly Listed Company	TWSE Ticker	TWSE 2379
Date Established	October 21st, 1987	Industry	Semiconductor, IC design
Main Products	Connected Media ICs, Communications Network ICs, Computer Peripheral ICs, Multimedia ICs, Smart Interconnect ICs		
Headquarters	No. 2, Innovation 2nd Road, Hsinchu Science Park	Workforce	7,858 (Over 74.62% of employees hold master's or doctoral degrees; 72.22% of the workforce is based in Taiwan, while 27.78% is based overseas.)
Paid-in Capital	NT\$5.155 billion (2025)	Consolidated Revenue	NT\$122.71 billion (2025)

Products and Services

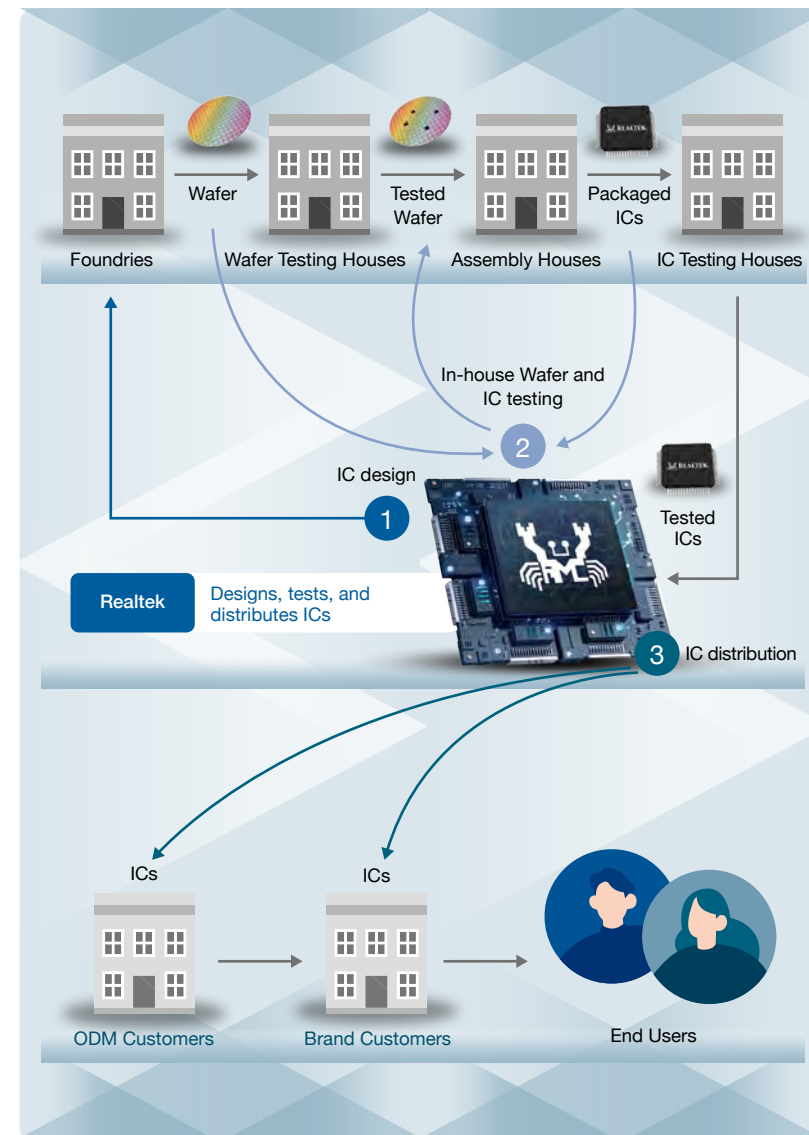
Services and Applications	Products	
 Connected Media & Communications Network	- Ethernet Controller IC - Ethernet Switch Controller IC - Broadband Network Controller IC - Wireless LAN Controller IC - Bluetooth Controller IC	- IoT Controller IC - Automotive Ethernet Controller IC - Set-Top Box Controller IC - SSD Bridge Controller IC
	- PC Audio Codec Controller IC - Webcam Controller IC - USB Type-C Controller IC	- Card Reader Controller IC - Embedded Controller IC - USB 3.2 / USB4 Hub Controller IC
	- LCD Monitor Scaler IC - Video Interface Translator IC - ICLCD TV SoC	
 Multimedia		

Semiconductor Industry Chain

As a world-class IC design house positioned in the upstream of the semiconductor industry supply chain, Realtek entrusts the manufacturing of its professional chip and circuit designs to leading foundries, followed by packaging and testing by assembly and testing houses. The final products are provided by Realtek to global end-user electronics brand customers.

Throughout the process from product R&D and design, manufacturing, packaging and testing to sales, Realtek prioritizes core business competitiveness. Realtek is dedicated to upholding high-quality standards in supply chain operations, to deliver the best innovative products, along with comprehensive professional solutions and services to our customers. We maintain close and long-term partnerships with upstream, midstream, and downstream industry partners, enabling us to continuously deliver high-quality, high-performance, and competitive products and services. Through deep technical collaboration, we work together to enhance both product value and industry competitiveness.

Realtek's Value Chain



Global Footprint

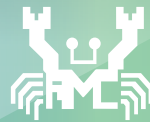
Realtek provides global customers with professionally designed IC products and solutions. Headquartered in Taiwan, the company has also established overseas subsidiaries in key global locations, including 16 cities in countries such as China, the United States, Germany, Japan, Singapore, Malaysia, Vietnam, India, Korea and Belgium, and is committed to providing customers with timely, professional, and comprehensive product services and solutions. Concurrently, through close collaboration with professional supply chains and distributors, Realtek serves customers globally and achieves mutual growth with renowned brands from around the world.



Realtek – the Leader of Sustainable Development

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- ◆ Commitment to sustainability goals, honesty, and integrity
- ◆ Implementation of green energy policies and environmental responsibility
- ◆ Sustainable talent development and a safe environment



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Realtek's Sustainable
Development
Commitment

- Active cooperation on service and quality requirements ◆
- Innovation and R&D to enrich the world and improve convenience ◆
- Continued progress to warm the hearts of more people ◆

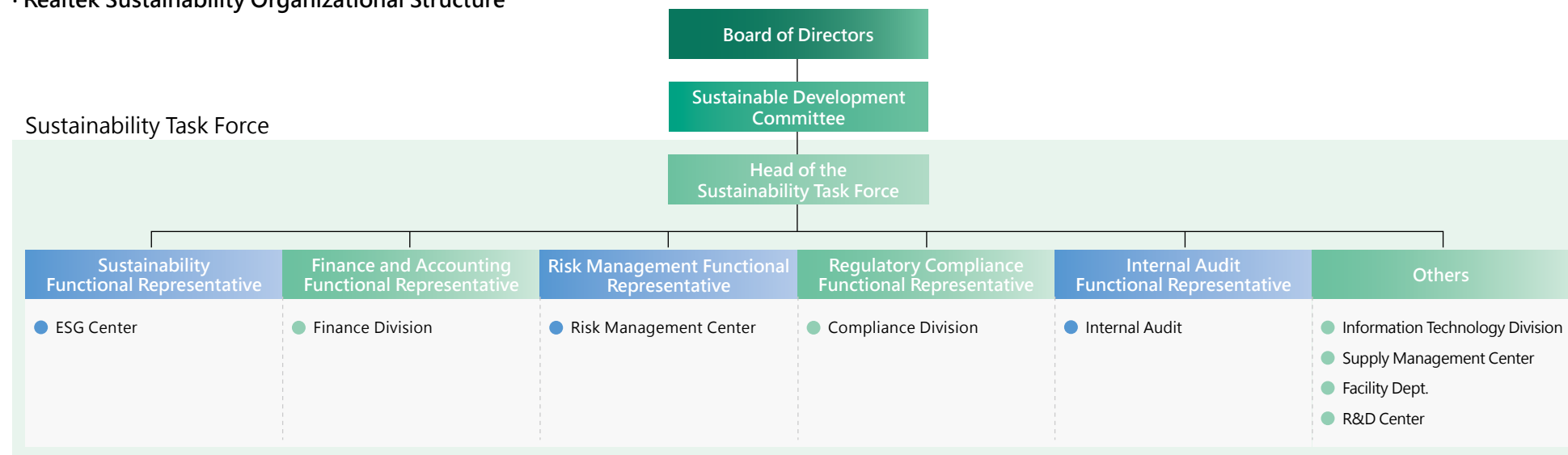


ESG Management Framework

Realtek upholds the core spirit of sustainable development and embeds sustainability principles into corporate governance and business decision-making. The Board of Directors serves as the highest supervisory body for sustainability governance. In 2025, the Company adopted the *Sustainable Development Committee Charter* and established a Board-level Sustainable Development Committee, which is responsible for formulating and overseeing the Company's sustainable development policies, strategies, and annual plans, as well as regularly reporting implementation status to the Board of Directors.

At the operational level, the Sustainability Task Force under the Sustainable Development Committee serves as the responsible unit. Its members include cross-functional representatives from sustainability, finance and accounting, risk management, legal and compliance, internal audit, and other key operating units (such as the Information Technology Division, Supply Management Center, Facility Dept., and R&D Center). Through inter-departmental coordination and regular meetings, the Task Force develops and advances various sustainability initiatives covering corporate governance, R&D innovation, talent cultivation and development, green operations, and social diversity and inclusion. With respect to reporting mechanism, the head of the Sustainability Task Force reports implementation results to the Sustainable Development Committee on a quarterly basis, and the Committee subsequently reports to the Board of Directors. Through the Board's ongoing oversight, the Company ensures that its sustainability strategies are effectively integrated into its daily operations. In 2025, the Sustainable Development Committee convened once in its first year of establishment. On October 29, 2025, the head of the Sustainability Task Force reported the relevant progress to the Sustainable Development Committee. During the year, a total of eight sustainability-related proposals across 2 board meetings were submitted to the Board of Directors, as summarized in the following table. In 2025, Realtek did not encounter any incidents with significant impacts related to material sustainability issues.

Realtek Sustainability Organizational Structure



· Members and Attendance of the First Sustainable Development Committee in 2025

Job Title	Name	Sustainability Expertise and Capabilities	Number of Meetings Actually Attended	Actual Attendance Rate (%)
Independent Director (Chair)	Pan-Chyr Yang	Corporate Governance, Social Welfare, Community and Cultural Development	1	100
Director (Member)	Yung-Fang Huang	Corporate Governance, Sustainable Environment and Climate Change Response, Social Welfare	1	100
Director (Member)	Kuang-Yu Yen	Corporate Governance, Risk management, Sustainable Information Management	1	100

· Matters Reported to the Board in 2025

Meeting Time	Agenda Items
July 31, 2025	- Presented the contents of Realtek's 2024 Sustainability Report. - Amended the provisions of the <i>Sustainable Development Best Practice Principles</i> and the <i>Sustainable Information Management Procedures</i>. - Established the Sustainable Development Committee and instituted its Organizational Regulations. - Appointed the first term of the Sustainable Development Committee members.
October 29, 2025	- Amended the <i>Personal Data Security Maintenance Rules</i> and renamed them the <i>Personal Data Security Maintenance Policy</i>. - Revised the <i>Risk Management Methods and Procedures</i>. - Set the risk appetite (risk tolerance) level at 15 or below. - Proposed 2026 Annual Audit Plan.

· Matters Reported to the Sustainable Development Committee in 2025

Meeting Time	Agenda Items
October 29, 2025	- Realtek's Achievements in Sustainable Development. - Stakeholder Communication Report - Progress and Status of Ethical Management. - Plan for the adoption of IFRS Sustainability Disclosure Standards.

· Realtek Sustainability-Related Regulations

Policies and Regulations	Highest Approval Level
<i>Sustainable Development Best Practice Principles</i>	Board of Directors
<i>Sustainable Development Committee Charter</i>	Board of Directors
<i>Sustainable Information Management Procedures</i>	Board of Directors
<i>Ethical Corporate Management Policy</i>	Board of Directors
<i>Risk Management Policy</i>	Board of Directors
<i>Personal Data Security Maintenance Policy</i>	Board of Directors
<i>Human Rights</i>	Board of Directors
<i>Occupational Safety and Health Policy</i>	President
<i>Realtek Semiconductor Biodiversity statement</i>	President

Stakeholder Engagement

Stakeholders Identification

To understand the actual and potential impacts of our operational activities on various stakeholders, Realtek places great importance on stakeholder feedback. Through diverse communication channels and mechanisms, we continuously listen to and comprehend the sustainability issues that concern our stakeholders and are committed to balancing and meeting the expectations and needs of all parties. Realtek references the five principles of the AA1000 Stakeholder Engagement Standard (SES)—Dependency, Responsibility, Influence, Diversity of Perspective, and Tension. In line with the GRI Standards' definition of stakeholders as “an individual or group whose interests are or could be affected by the organization’s economic activities,” we assess the stakeholders who are actually or potentially affected by each sustainability issue. We also take into account the major stakeholder categories identified by industry peers as a reference to comprehensive review and evaluate our approach. Based on comprehensive discussions among the ESG representatives and top-level management, Realtek identified its key stakeholder groups for 2025, which fall into six main categories: customers, employees, suppliers, government agencies, investors, and external rating agencies.

Stakeholder Engagement

Realtek engages and communicates with our six major stakeholder categories through various communication approaches, including one-way, two-way, one-to-many, or many-to-one interactions, and regularly distribute sustainability material issue questionnaires to understand their priorities of sustainability issues related to Realtek. Detailed information about our overall stakeholder engagement is provided below. Stakeholder communication result is reported to the Sustainable Development Committee annually. The stakeholder communication outcome for 2025 was reported to the Sustainable Development Committee on October 29, 2025.



Customers

Realtek pursues excellence in product and service quality, offering customers total solutions through a system-level approach to enhance their satisfaction. Furthermore, we value long-term partnerships with our customers and are dedicated to meeting their needs by providing comprehensive products and services to achieve mutually beneficial outcomes.

Channels	Frequency	Supporting Documents	Key Concerns	Realtek Response
ESG and RBA-Related Questionnaires	Annually	Customer Audit Records	- Customer Relationship Management - Information Security Management - Product Life Cycle Management - Sustainable Supply Chain Management - Materials Procurement	- CH1:Sustainable Governance - CH2:Value Innovation - CH4:Sustainable Value Chain
Customers Quality Control Audit	Ad hoc	Customer Audit Records		
Business Meeting	Weekly	Meeting Minutes		
Customers' GP/Environmental Requirements	Ad hoc	Customer Specification Records		
Customer Satisfaction Survey	Annually	Customer Response Records		
Customer Supplier Conference	Annually	Meeting Contents		
Distributor Meeting	Monthly	Meeting Minutes		
Customer RMA	Ad hoc	RMA Records		
In-person Interview	Ad hoc	Interview Records		

2025 Highlights

- Over 100 surveys per month on average from customers regarding green product/environmental requirements
- 16 customer quality audits
- A monthly average of over 599 sales meetings
- A monthly average of 12 distributor meetings
- 100% compliance with the GP/environmental requirements of our customers
- Customer satisfaction survey results with a satisfaction rate of over 94.4%
- Attended 247 customer-hosted supplier conferences



Employees

Realtek firmly believes that professionals across all fields are the most vital asset for sustainable business operations. By strengthening training programs and employee welfare measures, we foster strong employee relations and fulfill our corporate social responsibility. These efforts support talent development, broaden participation, accelerate innovation and growth, and enhance service capabilities—effectively leveraging professional expertise to drive Realtek’s sustainable development.

Channels	Frequency	Supporting Documents	Key Concerns	Realtek Response
Realtek Organizational Communication Meetings (Labor-Management Meetings)	Quarterly	Meetings Minutes	- Talent Recruitment and Retention - Talent Cultivation - Occupational Health & Safety - Information Security Management - Human Rights Management	- CH1: Sustainable Governance - CH5: Inclusive and Happy Workplace
Employee Performance Interview	Semi-annually	Employee Performance Evaluation Records		
Employee Welfare Committee Meeting	Quarterly	Meetings Minutes		
Internal Promotion Channels	Ad hoc	E-mail, posters, announcements, etc.		
Realtek Forum	Ad hoc	Realtek Forum System Platform		
Realtek New Employee Training Camp	Ad hoc	New Employee Training Camp Course Materials		
Realtek Managerial Staff Seminars	At least annually	Meeting Manuals		

2025 Highlights

- Convened 4 Realtek Organizational Communication Meetings (labor-management meetings)
- Convened 4 Employee Welfare Committee meetings
- Held 14 sessions of the Realtek New Employee Training Camp
- Held 2 sessions of the Realtek Managerial Staff Seminar
- Conducted the 2025 Employee Engagement Survey, with respondents accounting for 74% of total employees across the Realtek Group
- Received 169 applications for childbirth subsidies, with a total payout of NT\$1,452,400
- Organized 242 employee welfare activities, with a total attendance of 25,309
- Assigned dedicated personnel to handle employee feedback and take immediate action, ensuring the confidentiality of all reported information



Suppliers

Suppliers across various fields are important business partners in Realtek’s pursuit of sustainable operations. Through deep collaboration focused on enhancing product quality, technological capabilities, and overall competitiveness, Realtek strives to build a sustainable supply chain and achieve mutual success.

Channels	Frequency	Supporting	Key Concerns	Realtek Response
Document Review	When new suppliers join	Supplier Evaluation Form	- Sustainable Supply Chain Management - Corporate Governance and Regulatory Compliance - Risk Management - Materials Procurement - Economic Performance	- CH1:Sustainable Governance - CH4:Sustainable Value Chain
Supplier Questionnaire	Annually	Supplier Questionnaire Response Record		
Regular Supplier Meetings	weekly or monthly	Meeting Minutes		

2025 Highlights

- Held 324 regular supplier meetings
- Collected 8 valid supplier questionnaires
- Conducted ESG risk assessment for 27 key suppliers



Government Agencies

Government policies and guidelines are one of the reference factors for Realtek's business operations and strategic planning. Realtek maintains open communication channels with government agencies, adheres to relevant regulations, and actively aligns with policy directives to implement corporate governance standards and fulfill its corporate governance responsibilities.

Channels	Frequency	Supporting Documents	Key Concerns	Realtek Response
The Market Observation Post System	Ad hoc	Announcement	- Energy and Emissions - Social Engagement - Information Security Management - Intellectual Property Rights Protection and Fair Competition - Talent Recruitment and Retention	- CH1:Sustainable Governance - CH2:Value Innovation - CH3:Green Operations - CH5:Inclusive and Happy Workplace
Related Policy	Regular and ad-hoc	Announcements, press releases from government agencies, and official correspondence		
Government Official Website	Monthly	Filing System		
Public Policies and Regulations	Semi-annually	Compliance Checklist		

2025 Highlights

- Announced 38 items of material information on the Market Observation Post System
- Reported 12 Occupational Health & Safety information to the competent authority
- Conducted 2 reviews to identify and verify compliance with waste-related regulations
- Submitted 24 online waste declarations to government authorities
- Participated in 6 government agency meetings, informational sessions, and lectures



Investors

Value creation for shareholders and investors is one of the key core objectives of sustainable corporate operations. In the highly knowledge-intensive and dynamic IC design industry, Realtek strives to stay ahead by maintaining strong innovation and R&D momentum, closely monitoring international political developments, and analyzing global semiconductor industry trends. Through two-way communication and engagement with stakeholders and external rating agencies, Realtek identifies the issues of concern to investors and shareholders. Based on these insights, the company formulates targeted internal improvement plans to enhance various ESG sustainability indicators, ultimately achieving sustainable growth. This not only reflects corporate value but also strengthens the confidence of investors and shareholders.

Channels	Frequency	Supporting Documents	Key Concerns	Realtek Response
Annual General Meeting	Annually	Handbook for the Shareholders' Meeting and Meeting Minutes	- Economic Performance - Ethical Management - Customer Relationship Management - Product Life Cycle Management - Talent Cultivation	- CH1:Sustainable Governance - CH2:Value Innovation - CH4:Sustainable Value Chain - CH5:Inclusive and Happy Workplace
Quarterly Operating Results Briefing (Investor Conference)	Quarterly	Financial and Business Information for the Investor Conference on the Market Observation Post System		
Monthly Revenue Announcement	Monthly	The Market Observation Post System, Corporate Website		
Institutional Investor Interviews	Ad hoc	In-person meetings or calls with investors		
Domestic and International Investment Forums	Ad hoc	Financial and Business Information for the Institutional Investors' Conference from the Market Observation Post System		

2025 Highlights

- Held over 250 domestic investor meetings
- Participated in 20 domestic and international investor forums



External Rating Agencies

The core elements of sustainable corporate operations can be categorized into three dimensions: corporate governance (economic), environment, and society (human rights). By leveraging professional reports published by various international rating agencies, Realtek identifies key areas for enhancement and improvement, thereby strengthening its ESG indicators. The company aims to minimize the environmental impact from business operations and development, achieving mutually beneficial outcomes. Additionally, Realtek stays up-to-date with the latest sustainability trends and focus areas to formulate its strategic direction for corporate sustainability.

External Rating	Channels	Frequency	Supporting	2025 Highlights
- Corporate Governance Evaluation - MSCI ESG Rating - DJSI CSA - CDP	Seminars and conferences organized by rating agencies or relevant organizations	Ad hoc	Online/Physical Meeting Records	- Participated in at least 7 online seminars - Published the ESG Report both in Chinese and English, with over 200 downloads
	Email	Ad hoc	Email Records	
	ESG Report Disclosure	At least annually	Downloads from the official website	
	Rating Agencies' Official Websites / Questionnaire Platforms	Communicate at least 3 times a year through the official website or questionnaire platform	Records of Communication on Issues	

Stakeholder Engagement and Interaction Channels

Realtek has established a "Stakeholder Engagement" section on its official website to provide communication and inquiry channels for various stakeholders. For any questions, suggestions, or grievances regarding Realtek's sustainable development, stakeholders can engage with the ESG Center via the dedicated email address: RT_ESG@realtek.com. In 2025, the dedicated ESG mailbox received over 500 valid messages, including inquiries about social participation and collaboration on environmental protection projects. No environmental or social grievances or whistleblowing reports were received during the year.

In addition, for issues concerning different aspects such as corporate governance, products, information security, and human rights, corresponding consultation and grievance channels have been established as follows. The grievance procedures and issue management are disclosed in the respective sections of the report.

Spokesperson

Mr. Yee Wei Huang
TEL : +886-3-528-0211
FAX : +886-3-577-6047
EMAIL : investors@realtek.com

Deputy Spokesperson & Investor Contact

Ms. Ivy Chen
TEL : +886-3-528-0211 Ext : 11316
FAX : +886-3-577-6047
EMAIL : investors@realtek.com

Stakeholder Engagement Channels



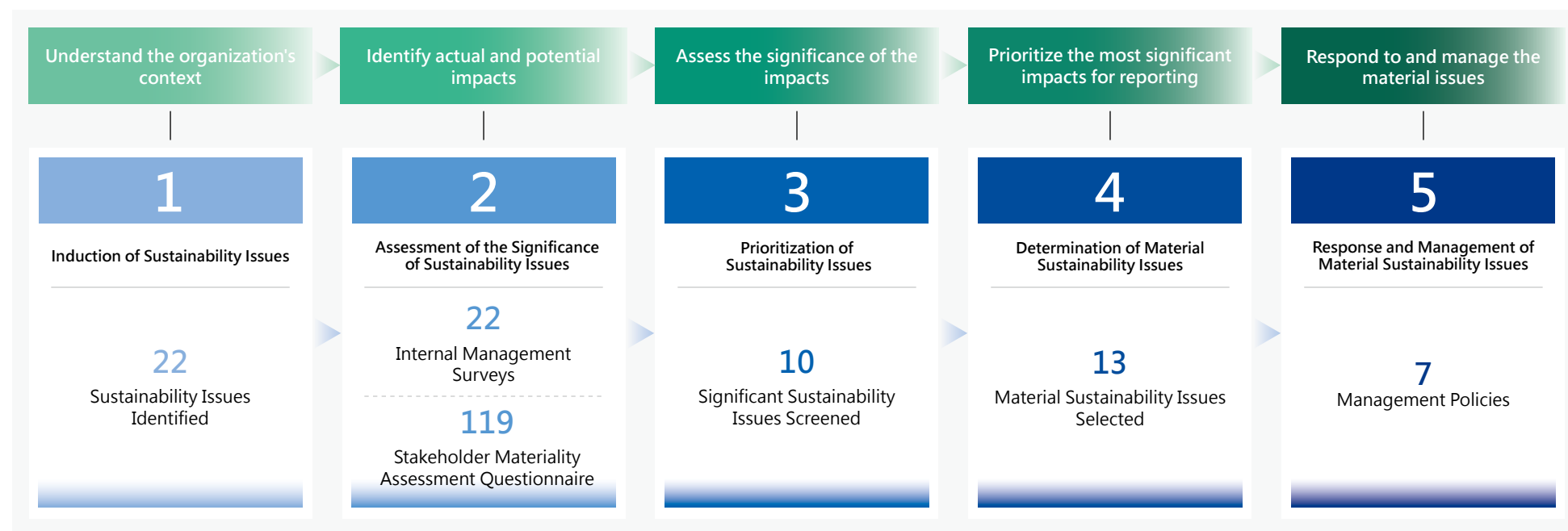
Category	Consultation, Grievance, and Reporting Channel / Contact	Case Handling Process
 Corporate Governance	 Audit Unit Reporting Mailbox: audit@realtek.com	The audit unit convenes the relevant units to investigate, review, and handle the incident in accordance with its content, ensuring the identity confidentiality and safety of the whistleblower. For detailed explanation, please refer to Section 1.3: Ethical Management.
	 Corporate Regulation: Regulations Governing Realtek Internal (External) Personnel Whistleblowing on Illegal or Immoral Behaviors	
 Product Information	 Technical Support  Sales Contacts	Relevant matters are addressed by dedicated specialists for specific regions and products. Please refer to Customer Relationship Management column for details.
 Information Security	 Security Reporting Mailbox: security@realtek.com	The information security team initiates the vulnerability remediation procedure in accordance with the company's internal information security reporting process and reports to the higher authorities. For detailed explanation, please refer to Section 1.5: Information Security Management.
	 An extension and email address have been established for employees to report corporate information security issues	
	 Company Regulations: Information Security Risk Management Framework	
 Human Rights	 Internal President's Mailbox	Upon receipt of a complaint, an investigation will be conducted confidentially to ensure the safety of the complainant. If the case is substantiated by the investigation, disciplinary action will be taken. For a detailed explanation, please refer to Section 5.4: Human Rights Management.
	 Internal Forum	
	 Workplace Harassment/Sexual Harassment Complaint Hotline: +886-3-578-0211 #11535	
	 Grievance Fax: +886-3-578-5249	
	 Grievance Mailbox: Prevent@realtek.com	
	 Corporate Policies: Declaration on Preventing Workplace Illicit Infringement, Realtek Semiconductor Human Rights Policy, Realtek Semiconductor Labor Policy	

Material Sustainability Issue Analysis

Identification Procedure

Realtek conducted its 2025 material issues analysis process in accordance with the disclosure principles of *GRI 3: Material Topics 2021* from the GRI Standards, and with reference to the principle of Double Materiality proposed by the EU and IFRS S1 issued by the IFRS Foundation. The detailed steps are as follows:

· Material Issue Analysis Process



01

Induction of Sustainability Issues

Realtek refers to various domestic and international regulations, international sustainability standards, assessments from global sustainability rating agencies, Realtek's sustainability strategy, key focus areas of benchmark companies, and the content of communications with stakeholders during the period. This process led to the consolidation of 22 sustainability issues relevant to Realtek, which serve as the survey topics for identifying our material issues.

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Sustainability Issues

Stakeholder Feedback	International Sustainability Standards	International Sustainability Rating Agencies	Taiwan Laws and Regulations	Realtek Sustainability Strategy	Industry Issues
Communication with stakeholders and advice from sustainability consultants	- GRI - RBA - SASB - SDGs - TCFD - IFRS	- DJSI - CDP - MSCI	- Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies - Sustainable Development Action Plans for TWSE Listed and TPEX Listed Companies (2023)	Internal Management Meeting	Focus of Benchmark Companies



9

Corporate Governance and Economic Issues

- Economic Performance
- Ethical Management
- Corporate Governance and Regulatory Compliance
- Risk Management
- Information Security Management
- Taxation
- Intellectual Property Rights Protection and Fair Competition
- Sustainable Supply Chain Management
- Materials Procurement



6

Environmental Issues

- Product Life Cycle Management
- Climate Change Management
- Energy and Emissions
- Water Resources
- Waste Management
- Biodiversity



7

Social (Human Rights) Issues

- Talent Recruitment and Retention
- Talent Development and Cultivation
- Human Rights Management
- Occupational Health & Safety
- Customer Relationship Management
- Local Community Engagement
- Social Welfare Participation



02

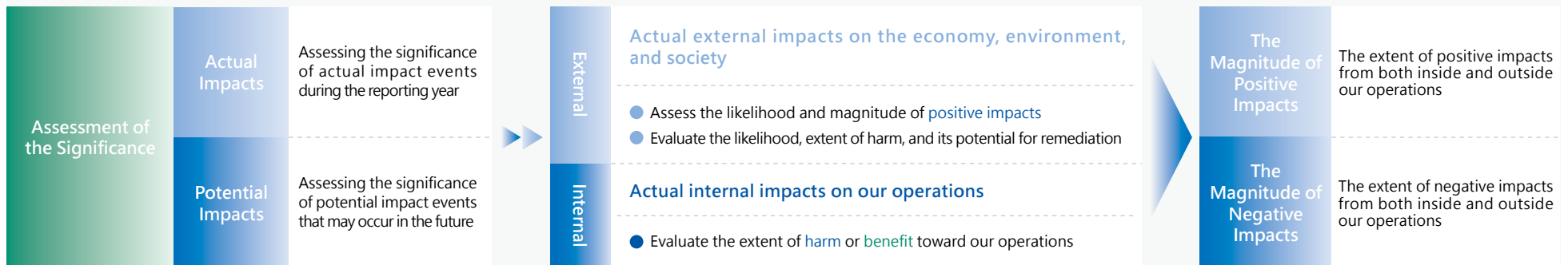
Assessment of the Significance of Sustainability Issues

Working with executives and ESG representatives, and guided by GRI 3: Material Topics 2021 and double materiality, we analyzed 22 Sustainability Issues' impact on external dimensions, including corporate governance, environment, and society (human rights), incorporating both quantitative and qualitative assessments of the impacts, the degree of impact on internal operations, and the separate calculation of scores for positive and negative impacts. Additionally, internal and external viewpoints are effectively integrated through a survey questionnaire on the concerns of stakeholders.

22

Internal Management Surveys

Assessment of the Significance of Sustainability Issues



Note: The expected timeframe for potential occurrence is as follows: Short-term (1 year); Mid-term (2-4years); Long-term (5 years or more).

03

Prioritization of Sustainability Issues by Impact Significance

The significance of the impact of sustainability issues is comprehensively calculated based on "positive" and "negative" scores, along with stakeholder "concern" scores. After ranking the issues by the significance of their impact, a threshold is set: issues with a total score exceeding the average serve as the basis for selecting material issues. Finally, 10 significant sustainability issues were identified as the items for the 2025 sustainability assessment.

10

Material Sustainability Issues

04

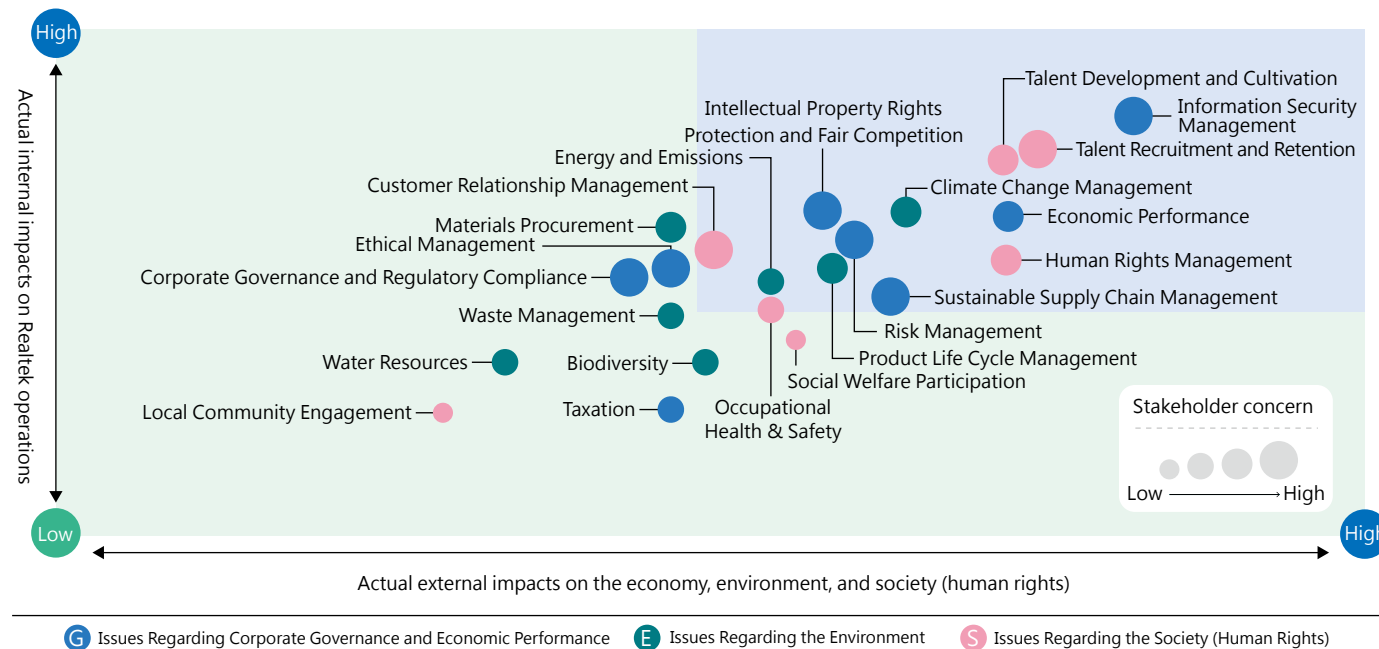
Determination of Material Issues

To ensure that the assessment results align closely with the company's sustainability strategy, Realtek used the 10 material sustainability issues as a foundation. Taking into account the opinions of external sustainability experts, the ESG representatives and top-level management jointly deliberated and resolved to add three key issues: "Materials Procurement," "Sustainable Supply Chain Management" and "Energy and Emissions," to demonstrate the company's commitment to low-carbon transition and value chain governance.

In 2025, Realtek identified a total of 13 material issues, including Economic Performance, Customer Relationship Management, Human Rights Management, Information Security Management, Talent Development and Cultivation, Talent Recruitment and Retention, Intellectual Property Rights Protection and Fair Competition, Risk Management, Sustainable Supply Chain Management, Product Life Cycle Management, Materials Procurement, Energy and Emissions, and Climate Change Management, serving as the core of information disclosure and strategy execution for this year.

13 Material Issues

Material Issues Matrix



2025 Material Sustainability Issues	Changes Compared with 2024
Information Security Management	⬆
Economic Performance	⬆
Talent Recruitment and Retention	⬆
Talent Development and Cultivation	⬆
Intellectual Property Rights Protection and Fair Competition	⬆
Climate Change Management	⬆
Human Rights Management	⬆
Customer Relationship Management	⬆
Risk Management	⬆
Product Life Cycle Management	⬆
Materials Procurement	⬆
Sustainable Supply Chain Management	⬆
Energy and Emissions	⬆

Note: "Innovative R&D and Patents," a material issue in 2024, has been adjusted this year to "Intellectual Property Rights Protection and Fair Competition" with reference to the SASB Standards; "Materials Procurement" has been added as a new material issue for 2025.

05

Material Issues Response and Management

For the 13 selected material issues, management policies are created for each following approval by management. This ESG report discloses Realtek's management actions, targets, and results concerning each sustainability issue. For the content of the management policies, please refer to the relevant chapters.

7

Management Policies



Corporate Governance



Information Security Management



Innovation R&D and Sustainable Products



Climate Change Strategies (including energy policy)



Sustainable Supply Chain Management



Customer Relationship Management



Talent Recruitment and Development

List of Material Issues

Material Issues	GRI Theme (Indicators) and Sustainability Standards Alignment	Key Stakeholders affected					Management Policies	Response Chapter	2025 Goals	Status
		Employees	Customers	Investors	Suppliers	Government Agencies				
 Economic Performance	GRI 201: Economic Performance (201-1, 201-4)	★	★	★	★	★	Corporate Governance	Operational Performance Risk Management	● Grow both in Revenue and Profit.	Achieved
									● Remain no significant fines (a fine exceeding NT\$1,000,000) incurred for violations of laws or regulations.	Achieved
 Risk Management	Custom Material Issue	★	★	★	★	★			● Implement training courses for new Realtek employees (including E-courses) and courses on corporate governance and regulations, achieving a 100% execution rate.	Achieved
									● Each functional department maintains the responsibility of first-line risk management in daily work, conducts analysis, monitoring, and prevention of related risks within the department's responsibility, ensuring that risk control mechanisms and procedures can be effectively implemented.	Achieved

Material Issues	GRI Theme (Indicators) and Sustainability Standards Alignment	Key Stakeholders affected					Management Policies	Response Chapter	2025 Goals	Status
		Employees	Customers	Investors	Suppliers	Government Agencies				
 Information Security Management	GRI 418: Customer Privacy FSC Regulations Governing Establishment of Internal Control Systems by Public issued Companies DJSI Information Security TWSE Disclosure of Information Security Management in a Dedicated Chapter	★	★		★	★	● Information Security Management	● Information Security Management	● Certified with ISO 27001 Information Security Management.	Achieved
									● Certified with TISAX (Trusted Information Security Assessment Exchange).	Achieved
									● Conduct annual information security training for new employees.	Achieved
 Intellectual Property Rights Protection and Fair Competition	Custom Material Issue DJSI Innovation Management SASB Intellectual Property Protection & Competitive Behavior	★	★	★			● Innovation R&D and Sustainable Products	● Value Innovation ● Product Quality	● Establish an internal innovation incentive mechanism, designed with substantial monetary rewards to promote innovation.	Achieved
									● Annual R&D expenses account for over 25% of revenue.	Achieved
									● Achieve the target for the number of invention patents granted to domestic legal entities.	Achieved
									● Participate in international exhibitions and product award competitions to enhance the visibility of new products and showcase their quality.	Achieved
 Product Life Cycle Management	GRI 416: Customer Health and Safety DJSI Product Management SASB Product Life Cycle Management CDP Low-Carbon Products TWSE Sustainability Disclosure Indicator No. 5		★		★	★			● Regularly launch products with an energy efficiency improvement of over 5%.	Achieved
									● Continuously obtain and maintain product-related external certifications.	Achieved
									● Ensure product designs comply with safety standards to reduce the potential safety risks users may face during use.	Achieved

Material Issues	GRI Theme (Indicators) and Sustainability Standards Alignment	Key Stakeholders affected					Management Policies	Response Chapter	2025 Goals	Status
		Employees	Customers	Investors	Suppliers	Government Agencies				
 Climate Change Management	GRI 201: Economic Performance (201-2) DJSI Climate Strategy TCFD Climate-related Financial Disclosures TWSE Disclosure of Climate-Related Information in a Dedicated Chapter TWSE ESG Disclosure Indicator No. 1		★	★	★	★			● SBTi certification obtained.	SBTi commitment signed; targets submitted (pending validation)
									● Install rooftop solar power generation systems at Taiwan operating sites.	Achieved
									● Achieve 10% renewable energy of its total electricity consumption across the group by 2025.	Achieved
									● Reach a total solar installed capacity of 1,549 kW at Taiwan operational sites in 2025.	Achieved
									● Implement the RO water recycling and reuse project at the Realtek Office 1 in Hsinchu in 2025.	Achieved
 Energy and Emissions	GRI 302: Energy (302-1, 302-3, 302-4) GRI 305: Emissions (305-1~305-5) CDP GHG Emission Reduction MSCI Clean Energy Opportunities DJSI Environmental Policy and Management System SASB GHG Emissions, Energy Management in Manufacturing Processes TWSE Sustainability Disclosure Indicator No. 1		★		★	★	● Climate Strategy	● Green Operations	● Achieve an annual electricity saving rate of 6% or more.	Not Achieved
									● Reduce Per capita water withdrawn by 1% compared to the previous year.	Not Achieved
									● Reinvest over NT\$130 million in clean technology for corporate operations.	Achieved
									● Limit the amount of general industrial waste to no more than 27 kg per NT\$100 million in revenue.	Achieved
									● Achieve a water saving rate of no less than 5% in offices.	Achieved
									● Achieve a recycling rate of no less than 90% for waste ICs and wafers.	Achieved

Material Issues	GRI Theme (Indicators) and Sustainability Standards Alignment	Key Stakeholders affected					Management Policies	Response Chapter	2025 Goals	Status
		Employees	Customers	Investors	Suppliers	Government Agencies				
 Sustainable Supply Chain Management	GRI 308: Supplier Environmental GRI 407: Freedom of Association and Collective Bargaining GRI 408: Child Labor GRI 409: Forced or Compulsory Labor GRI 414: Supplier Social Assessment DJSI Supply Chain Management	★	★		★	★	Sustainable Supply Chain Management and Materials Procurement	Responsible Supply Chain Promoting Green Supply Chain	Obtain ISO 14067 Carbon Footprint Certification.	Achieved
									Monitor key suppliers' compliance with Realtek's ESG management standards.	Achieved
									Continuously conduct regular supplier evaluations.	Achieved
									Continuously implement IC Packaging Material Recycling.	Achieved
									Continuously track key suppliers' carbon footprint data.	Achieved
 Materials Procurement	GRI 204: Procurement Practices SASB Raw Material Procurement MSCI Controversial Sourcing TWSE Sustainability Disclosure Indicator No.		★		★	★			Continuously conduct due diligence investigation and management of conflict minerals.	Achieved
 Customer Relationship Management	Custom Material Issue	★	★	★	★		Customer Relationship Management	Customer Relationship Management	Conduct Customer satisfaction survey: Achieve 80% or higher satisfaction level.	Achieved
									Maintain 100% response rate for the "ESG Questionnaire Response Management System."	Achieved
									Achieve and continuously maintain the TISAX (Trusted Information Security Assessment Exchange) Label.	Achieved
									Continuously maintain "Road vehicles—Cybersecurity engineering" (ISO/SAE 21434) certification.	Achieved
									Continuously maintain Medical Device Quality Management System (ISO 13485) certification.	Achieved

Material Issues	GRI Theme (Indicators) and Sustainability Standards Alignment	Key Stakeholders affected					Management Policies	Response Chapter	2025 Goals	Status
		Employees	Customers	Investors	Suppliers	Government Agencies				
 Talent Recruitment and Retention	GRI 401: Employment									
	GRI 402: Labor/Management Relations	★				★		Human Resources		
	GRI 405: Diversity and Equal Opportunity (405-1, 405-2)							Talent Recruitment and Retention	● Maintain a turnover rate below 7%.	Achieved
	DJSI Talent Recruitment and Retention									
 Talent Cultivation	GRI 404: Training and Education									
	MSCI Human Resources Development	★	★			★	● Talent Recruitment and Retention	Talent Cultivation	● Continuously raise the average training hours for all employees, with an increase of more than 5% compared to the previous year.	Achieved
	DJSI Human Resources Development									
 Human Rights Management	GRI 406: Non-discrimination									
	GRI 407: Freedom of Association and Collective Bargaining	★	★		★	★		Human Rights Management	● No Human Rights Complaint Incidents.	Achieved
	GRI 408: Child Labor									
	GRI 409: Forced or Compulsory Labor									

Note:

- The table above is arranged according to the sequence of chapters on the management policies in the ESG Report.
- Corresponding sustainability initiatives or regulations: DJSI - Semiconductors & Semiconductor Equipment, MSCI - Semiconductors & Semiconductor Equipment, SASB - Semiconductors, TWSE Sustainability Disclosure Indicators - Semiconductors.

CH1

Sustainable Governance

1.1 Governance Structure	36
1.2 Operational Performance	40
1.3 Ethical Management	42
1.4 Risk Management	45
1.5 Information Security Management	50

Corresponding SDGs



Material Issues

Economic Performance, Risk Management, and Information Security Management



Accomplishments at a Glance

- Consolidated Revenue **NTD 122.706 billion**
- Information Security Drill **5 times**
- Realtek was honored by Institutional Investor in the small and mid-cap category of the Asia technology/semiconductor sector. **Named All-Asia Executive Team for 5 consecutive years**
- **Zero incidents** of material Non-compliance with Economic, Social, and Environmental Laws and Regulations
Note: Material non-compliance is defined as an incident penalized with a fine exceeding NTD 1,000,000
- Education and Training Courses on Ethical Management
Total training amounted to 357.8 hours and 1,588 attendances



Management Policy -----

**Corporate
Governance**

Material Sustainable Issues ---

**Economic
Performance**

**Risk
Management**

Negative Impact

- In 2025, there were no actual negative impacts related to economic performance and risk management.
- Changes in Corporate Management, if lacking monitoring and continuous enhancement of corporate governance strategies and methods, can carry various predictable and unpredictable risks and impacts, including loose operational management, slow innovation and R&D, reduced product market share, thereby affecting profitability and overall business results.

Positive Impact

- Through sound board operations and corporate governance strategies that adhere to regulatory guidelines, along with robust risk management mechanisms, the Company ensures stable operations, ethical management, financial management, risk prevention, and management responsiveness to climate change risks. These measures enhance the overall resilience and competitiveness of the Company's operations, safeguarding shareholders' interests. Furthermore, in the areas of R&D, patents, and technology development, the Company seizes opportunities arising from global market changes and innovation breakthroughs, maintaining its leading position.

Policy / Commitment

- Adhering to the principle of seeking innovation and changes, achieving the goals of "New Technologies, New Products, New Applications, New Values, and New Markets"
- *Ethical Corporate Management Policy*
- *Risk Management Policy*

Management Responsibility/ Evaluation Mechanism

- Board of Directors, Top-Level Management,
Internal Audit Unit**
- Internal Control System

Communication/ Complaint Channels

- Please refer to [Stakeholder Engagement](#) for detailed information

Strategy/G Goal

Short-term (1 year)

- Revenue and profit grow annually
- Ensure overall product competitiveness by technological innovation and IC cost reduction
- Maintain no significant fines (defined as a fine exceeding NT\$1,000,000) arising from violations of laws or regulations
- Maintain a 100% execution rate for new employee training, including E-courses and advocacy courses on corporate governance and regulations
- Each functional department maintains responsibility of first-line risk management in daily work, conducting analysis, monitoring, and prevention of related risks to ensure the effective risk control mechanisms and procedures
- Report significant potential risks to the Company's operations or sustainable development to the Audit Committee and the Board on a regular basis, serving as the basis for effective risk management oversight

Medium- to long-term (2-10 years)

- Continuously expand the customer base and market sectors, and establish a forward-looking, swift product-sales response flexibility mechanism
- Explore new opportunities for new business and technological innovation
- Actively participate in domestic and international professional and technical organizations, jointly leading international industry trends, enhancing our market share and technological leadership
- Develop new customers, expand into new markets and marketing channels, deepen long-term partnerships, and expand market share through new product development
- Refer to the suggestions on corporate governance proposed by the competent authority, continuously improve the operation of the Board of Directors, and actively improve corporate governance evaluation results and improve information disclosure
- Establish a Risk Management Committee to strengthen the management of major risks

Sustainability Contribution in 2025

- The group's consolidated revenue for 2025 totaled NT\$122.71 billion, an increase of 8.21% from 2024, while its net profit after tax was NT\$14.75 billion
- Earnings Per Share (EPS): NT\$28.77
- Cash dividend of NT\$25.0 per share
- No material violations of economic, social, and environmental laws and regulations
- A total of 1,124 new employee attendances in advocacy courses on corporate governance and regulations (including E-courses), with a total of 1,517.9 instruction hours
- The Board of Directors and the Audit Committee provided one session of guidance and direction on risk management issues raised by the Risk Management Center, effectively implementing their responsibility for overseeing the corporate risk management



Management Policy -----

Information Security

Material Sustainable Issues ---

Information Security
Management

Negative Impact

- In 2025, there were no significant negative impacts or losses on operations, reputation, or goodwill caused by information security incidents. Additionally, there were no complaints from employees, suppliers, or customers due to violations of information security.
- Despite continuous investment in information security management mechanisms and resources, the possibility of cybersecurity incidents remains, which could lead to situations such as system operation interruptions, product vulnerabilities, information leakage, or improper usage, potentially affecting corporate reputation or operations.

Positive Impact

- Through continuous enhancement of information security management mechanisms and investment in cybersecurity resources, Realtek is committed to protecting its information assets, reducing potential cybersecurity risks, and strengthening corporate resilience. These efforts ensure compliance with regulatory and standard requirements, thereby boosting the confidence of stakeholders, including customers, investors, and suppliers, in collaborating with and investing in Realtek.
- In 2023, Realtek implemented the ISO 27001 Information Security Management System and the TISAX (Trusted Information Security Assessment Exchange) mechanism for the automotive industry. In January 2025, Realtek successfully completed the transition audit to the ISO 27001: 2022 standard, and the ISO 27001 certificate is valid until March 7, 2027. Through the implementation and certification of international information security frameworks, Realtek promotes the thorough execution and continual improvement of its information and communications security management system, thereby enhancing the effectiveness of its information security systems.
- Realtek proactively manages organizational cybersecurity risks to support business development. By evaluating the significance and potential impact of various risks, as well as the benefits of corresponding improvement measures, Realtek establishes a defense-in-depth mechanism. Furthermore, the Company adopts the PDCA (Plan-Do-Check-Act) management cycle to continually strengthen the organization's information security risk management system.

Policy / Commitment

- *Information Security Policy*
- *Personal Data Protection Policy*

Management Responsibility/ Evaluation Mechanism

- **The Information Security Steering Committee**
- Conduct annual internal audits and management review meetings

Communication/ Complaint Channels

- Please refer to [Stakeholder Engagement](#) and [Section 1.5: Information Security Management](#) for detailed information

Strategy/Goal

Short-term (1 year)

- Continuously maintain the validity of our ISO 27001 and TISAX (Trusted Information Security Assessment Exchange) certification, as well as implement internal and external audits
- Conduct Email Social Engineering Drills 4 times per year, with attendance exceeding 15,000 attendances
- Hold more than 45 cybersecurity-related professional certifications
- Achieve an A rating for Cybersecurity Maturity in third-party risk assessments

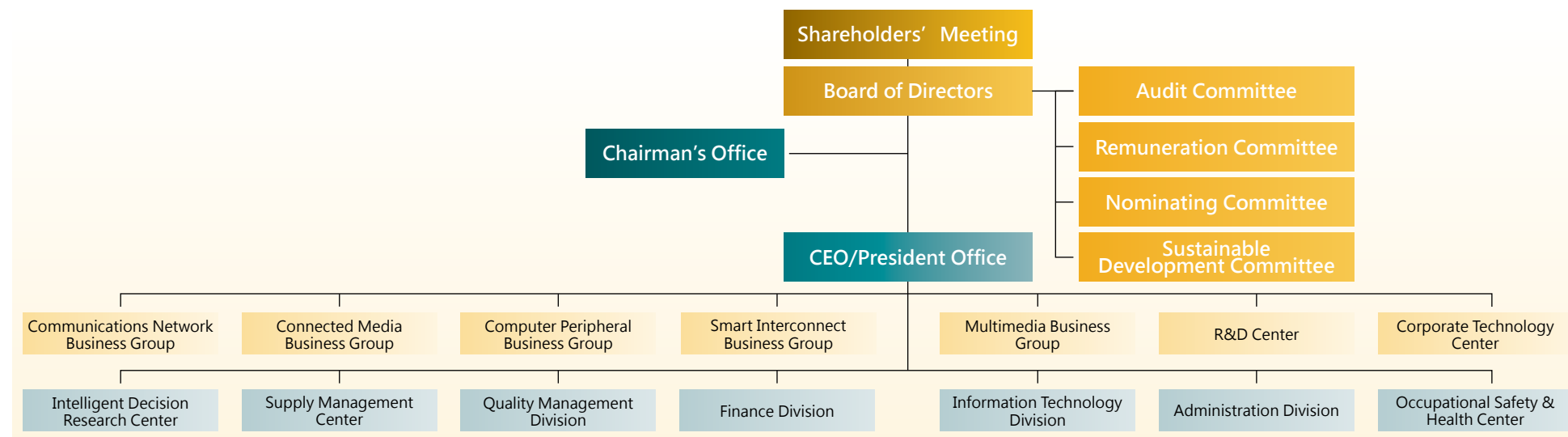
Medium- to long-term (2-10 years)

- Integrate domestic and international information security standards and regulations with ISO 27001 to promote business and operational development within the Company
- Continuously enhance information security risk management
- Conduct Email Social Engineering Drills 4 times per year, with participations exceeding 25,000 attendances
- Hold more than 60 cybersecurity-related professional certifications
- Maintain an A rating for Cybersecurity Maturity in third-party risk assessments

Sustainability Contribution in 2025

- Completed the ISO 27001:2022 transition successfully and continuously maintains the Information Security Management System certification
- Achieved a 100% participation rate in information security training among new employees
- Formulated the *Realtek Supply Chain Information Security Management Policy* and collaborated with supply chain partners to strengthen supply chain cybersecurity resilience
- Achieved an A rating for Cybersecurity Maturity in third-party risk assessments

1.1 Governance Structure



Board Governance Structure

Realtek considers organizational operations, industry business models, and long-term development needs when selecting board members based on basic qualifications, values, professional knowledge and skills (including expertise in environmental protection, social responsibility, corporate governance, and other aspects of corporate sustainability) to ensure a diversified composition of board members. The term of Realtek's directors is three years (the current term runs from May 30, 2024, to May 29, 2027). To enhance its oversight function and strengthen its management mechanism, the Board has established functional committees such as the Audit Committee, Remuneration Committee, Nominating Committee, and Sustainable Development Committee. All committee members are appointed by the Board.

The current (13th) Board is composed of 9 directors, including 1 female director and 3 independent directors. Their independence complies with the relevant provisions of the *Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies*. The members of the Board have an average tenure of 12.5 years; 8 directors are over 50 years old and 1 director is between 30 and 50 years old, with an average age of 61.76. More than half of the members are also shareholders. Vice Chairman, Mr. Yung-Fang Huang, serves as the Chief Executive Officer (CEO), and Director Mr. Kuang-Yu Yen, acts as the President, steadily enhancing overall operational efficiency and decision-making execution. The specific management objective of Realtek's Board diversification policy focuses on 8 core competencies: operational judgment, accounting and financial analysis skills, business management skills, crisis handling skills, industry knowledge, international market outlook, leadership, and decision-making capability. For each competency, at least 5 directors must possess it, and each individual Board member must possess at least 4 of these 8 competencies. Currently, both the Board and its individual members meet the management objectives of the diversification policy. For the qualifications and competencies of individual Board members, please refer to [page 5-6 of Realtek's 2025 Annual Report](#).

Board of Directors Functions

The Board of Directors diligently carries out corporate governance responsibilities by overseeing operational strategies of the Company's management and evaluating business performance. At the same time, the Board listens to the strategic recommendations from the management team at the operating level and takes into account the viewpoints of stakeholders, providing professional and objective opinions with a high level of self-discipline and prudence to ensure the implementation of sustainable development. The Board is presided over and directed by Chairman Sun-Chien Chiu to strengthen corporate governance. It holds at least one meeting per quarter where each unit presents proposals to the Board on important topics such as corporate governance, economic, environmental, social, and risk management issues. In 2025, a total of 4 meetings were held, with an average attendance rate of 100% for Board members.

Board members of Realtek attended external continuing education courses in accordance with the *Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies*. Through continued learning, the Board members strengthen their professional competencies, keep abreast of evolving perspectives on corporate governance and sustainability, thereby reinforce corporate governance and promoting sustainable corporate development. In 2025, the themes of the Board's external training courses covered a range of professional topics, such as "Global Sustainability Regulatory Trends and Climate-related Disclosures," "2025 Taishin Net Zero Summit," "Business Intelligence & Data Analysis Approach," "Domestic and international development trends of carbon pricing mechanisms," "Sustainable supply strategies amid rising global risks," "Advanced Seminar on Anti-Money Laundering and Anti-Fraud Advocacy," "Corporate Governance Forum: ESG and Corporate Sustainable Operations," and "The future of AI and enterprise AI transformation." The directors collectively participated in these courses for a total of 33 hours.

Functional Committee

	Audit Committee	3	Independent directors	4	Meetings held in 2025	Attendance rate 100%		
Authority and Responsibility								
To perform supervisory duties and exercise the powers specified by the Securities and Exchange Act, the Company Act, and other laws and regulations, including matters involving the personal interests of directors, material asset or derivative transactions, annual and semi-annual financial reports, and other important matters as specified by the Company or competent authorities. The Audit Committee meets regularly with the Company's certified public accountants, and reviews their appointment, independence, and performance.								
	Remuneration Committee	3	Independent directors	3	Meetings held in 2025	Attendance rate 100%		
Authority and Responsibility								
To evaluate the linkage between the remuneration of directors and managers and the Company's business performance; to establish and periodically review the policies, systems, standards, and structures related to the achievement of the performance objectives and remuneration of directors and managers. The function of Remuneration Committee is to perform duties diligently with focus on sound management and then propose related recommendations to the Board for consideration.								
	Nominating Committee	3	Independent directors	3	Meetings held in 2025	Attendance rate 100%		
Authority and Responsibility								
To establish the standards for the required professional knowledge, skills, experience, and gender diversity, as well as the independence of Board members, and based on these standards, to search for, review, and nominate director candidates; to construct and develop the organizational structure of the Board and its committees; to conduct performance evaluations for the Board, individual directors, and committees; and to establish and regularly review succession plans for directors and Top-level managers.								
	Sustainable Development Committee	1	Independent director	2	Executive Directors	1	Meeting held in 2025	Attendance rate 100%
Authority and Responsibility								
To establish the standards for the required professional knowledge, skills, experience, and gender diversity, as well as the independence of Board members, and based on these standards, to search for, review, and nominate director candidates; to construct and develop the organizational structure of the Board and its committees; to conduct performance evaluations for the Board, individual directors, and committees; and to establish and regularly review succession plans for directors and Top-level managers.								

Board Performance Evaluation

The Board of Realtek conducts an internal performance evaluation for the year in December every year. The scope of evaluation covers the entire Board, individual Board members, and functional committees (including the Audit Committee, the Remuneration Committee, and the Nominating Committee; and it is planned to include the Sustainable Development Committee in the evaluation scope starting from 2026), and the evaluation is completed through internal self-evaluation of the Board and self-evaluation of Board members. The Nominating Committee acts as the executive unit in the evaluation process, collecting relevant information and implementing a scoring questionnaire. The evaluation results, along with specific explanations, are then compiled and reported to the Board of Directors to enhance corporate governance and achieve sustainable business operations. The performance evaluation results for the Board, Board members, and the three functional committees for the year 2025 were all rated "Excellent" and were reported to the Board on February 26, 2026. The performance evaluation results will serve as a reference for the remuneration and renomination of individual directors and members of the functional committees. For the performance evaluation results and dimensions, please refer to [page 18 of Realtek's 2025 Annual Report](#).

Remuneration Policies for Directors and Managers

The policy, standards, and structure of performance evaluation and salary compensation for Realtek's directors and managers are set and periodically reviewed by the Remuneration Committee, aiming for a balance between sustainable operation and risk control. The Remuneration Committee holds at least 2 meetings annually to discuss director compensation, manager compensation, manager salary adjustments, and manager bonuses.

The remuneration of directors and employees is carried out in accordance with the Company's Articles of Incorporation. That is, if the Company makes a profit in a year, no more than three percent should be set aside for directors' remuneration, and not less than one percent for employees' remuneration, of which no less than 0.5 percent of the annual profit shall be allocated as remuneration for rank-and-file employees. The remuneration of directors includes directors' remuneration and business execution expenses; the remuneration of managers includes salaries, bonuses, and retirement pensions, etc., which are regularly disclosed in the annual report each year. The remuneration of directors is formulated in reference to the results of the performance evaluation of the Board; the remuneration of managers is formulated in reference to performance evaluation indicators such as years of work and position, performance, contribution to company operations, industry level, and company profitability. The remuneration of directors and managers is approved by the Remuneration Committee in consideration of performance evaluation results, company performance, and future risks, and is proposed to the Board after resolution. After approval by the Board, it is implemented, and the remuneration of directors and employees is reported at the shareholders meeting.

To ensure that the decisions and actions of directors and managers align with the Company's overall ESG goals, the Remuneration Committee and the Board review and adjust remuneration policies continually in accordance with actual operations and relevant laws and regulations, and integrate ESG performance evaluation criteria as a basis for remuneration linkage. In practice, the Remuneration Committee regularly evaluates the ESG performance of directors and managers using various indicators, including green product innovation, carbon emission reduction, the proportion of renewable energy use, resource utilization efficiency, ecological protection, employee welfare, occupational health and safety, social philanthropy involvement, corporate governance, information security management, and risk management mechanisms. The results of these ESG performance evaluations are incorporated into the calculation of base salaries and bonus coefficients. The Board oversees the implementation of this policy, adjusting and optimizing it based on the Company's circumstances and sustainability goals. This incentivizes the board members and managers to remain committed to sustainable development, enhancing the Company's reputation and competitiveness while attracting ESG-focused investors and partners. Ultimately, this achieves a win-win outcome that balances economic benefits with social impact. For related information, please refer to [pages 11-15 of Realtek's 2025 Annual Report](#).

Performance Indicators Related to the Variable Compensation of the President

The compensation structure for Realtek's President comprises fixed and variable components. Variable compensation is determined based on predetermined performance indicators that reflect the Company's financial status, operating results, progress in strategy implementation, and ESG sustainability objectives. The performance indicators are mainly categorized as follows:



To ensure that management decisions are aligned with the Company's long-term development direction, the Company has designed a medium- to long-term, performance-oriented compensation mechanism that strengthens the linkage with shareholders' long-term interests and ESG sustainability objectives. The policies related to the President's compensation structure include:

Long-Term Incentive Plan (LTIP)

The plan adopts performance periods of three to five years. Performance indicators cover financial measures such as revenue growth, profitability and return on shareholders' equity. These measures are coupled with deferred payment mechanisms so that management decisions focus on long-term performance and sustainable value creation.

Performance-Linked Bonus Program

Bonuses are granted based on the level of achievement over a specified performance period (usually three to five years) and are tied to the Company's long-term strategic objectives, such as market expansion, major R&D milestones, or the advancement of ESG sustainability objectives.

Retention Incentive Program

Designed to support key management personnel in their continued commitment to the Company's long-term development and strategic execution.

Clawback Provisions

In the event of failure to meet performance targets, misconduct, or financial restatement, the Company may, in accordance with applicable rules, reclaim awards that have already been granted, thereby strengthening accountability and governance transparency.

1.2 Operational Performance

Since its establishment, Realtek has maintained steady growth and profitability. Our corporate emblem, the crab, symbolizes unity and collaboration, in an environment that constantly demands innovation and change, we courageously embrace challenges and continuously invest in innovative R&D across various technologies and IC design fields. Our focus remains on enhancing product value and providing optimal solutions and services, firmly establishing ourselves among the world's top ten IC design companies, securing the 7th position globally in 2025. Through the concerted efforts of all our employees, the Group's consolidated annual revenue reached a record high of NT\$122.71 billion, an 8.21% increase from the previous year.

· Economic Performance of Realtek Group's Production and Distribution in the Past Three Years

Unit: NT\$ 100 million

Item / Year	2023	2024	2025
Operating Revenue	951.79	1,133.94	1,227.06
Operating Costs	544.31	562.32	613.33
Gross Profit	407.48	571.62	613.74
Operating Expenses	340.93	436.60	470.14
Operating Income	66.55	135.02	143.60
Non-Operating Income and Expenses	28.90	28.40	29.01
Profit Before Income Tax, Net	95.45	163.41	172.61
Income Tax Expense	3.92	10.50	25.07
Net Income (Loss) for the Year	91.53	152.92	147.53
Cash Dividend (NT\$)	15.00	25.50	25.00
Earnings Per Share (NT\$)	17.85	29.82	28.77
Employee salaries and benefits	241.03	324.78	338.76
Payments to government (by country) ^{Note}	3.92	10.50	25.07
Community investments (NT\$ 10 thousand)	675.37	1,080.13	1,341.00

Note:

- Dividends for the current year are distributed in the following year. For example, dividends for 2024 are distributed in 2025. Cash dividends do not include cash distributed from capital surplus.
- The financial data disclosed in this report has been audited by PwC and is publicly disclosed financial information. As of December 31, 2025, the tenure of the certified public accountants providing audit services to the Company is as follows: CPA Cheng, Ya-Huei, appointed on February 21, 2020, has provided audit services for 5.86 consecutive years; CPA Li, Tien-Yi, appointed on March 30, 2022, has provided audit services for 3.76 consecutive years.
- Financial data is rounded to two decimal places; therefore, slight discrepancies may occur in total values due to rounding.
- Payments to government (by country): As no fines arising from violations of laws and regulations have been incurred in past years, this item includes only income tax expenses.

Realtek Group's 2025 Economic Performance

Consolidated revenue **NT\$ 122.71 billion**

Consolidated gross profit **NT\$ 61.37 billion**

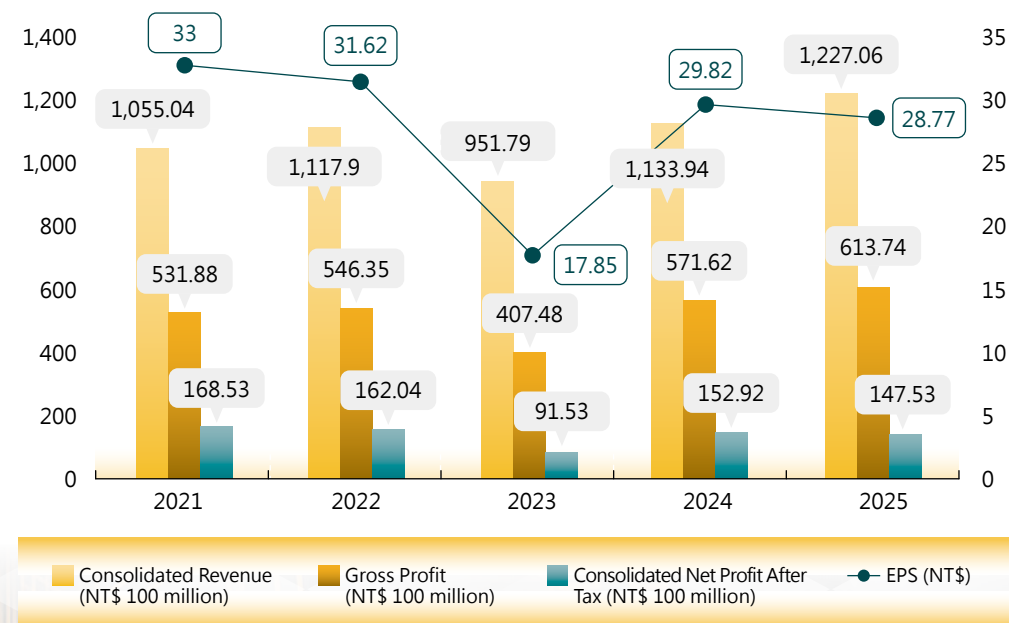
Consolidated net income **NT\$ 14.75 billion**

Earnings per share **NT\$28.77**



Realtek ranked 7th by revenue among
global IC design houses in 2025

Operational Results for the Past 5 Years



1.3 Ethical Management

Ethical Corporate Management Policy

Ethical management is a requirement for achieving sustainable operations and building collaborations. We therefore consider acting in good faith, abiding by the law, and behaving morally to be core values of the Company's ethical corporate management system. These are standard practices that all Company personnel shall follow when interacting with people or handling Company affairs. Each person must fully participate in and comply with these practices. All members of the Realtek team, no matter their level or position within the Company, and in all work situations, shall:

- 1 Engage in commercial activities following the principles of fairness, honesty, faithfulness, and transparency
- 2 Abstain from directly or indirectly providing, accepting, promising, or requesting improper benefits
- 3 Abide by internal rules or other corporate practice ordinances that are related to ethical corporate management



Ethical corporate management is the root of a company's efforts to build cooperation and create win-win situations. We believe that strict adherence to rules and implementation of ethical corporate management practices are necessary ingredients for achieving sustainable operations while fostering mutually beneficial relationships with our customers.

Realtek has established comprehensive internal management policies to ensure its operations comply with relevant laws and regulations. In 2025, the *Group Tax Policy and Management Guidelines*, *Personal Data Security Maintenance Policy*, and the *Risk Management Methods and Procedures* were newly established. Through the adjustments of these internal policies, the Company aims to enhance operational efficiency and risk management, safeguard the rights and interests of stakeholders, promote corporate culture and sustainable development, and ensure the Company's long-term, stable growth. For the detailed content of Realtek's key internal policies, please refer to the [Corporate Governance section on the Realtek official website](#).

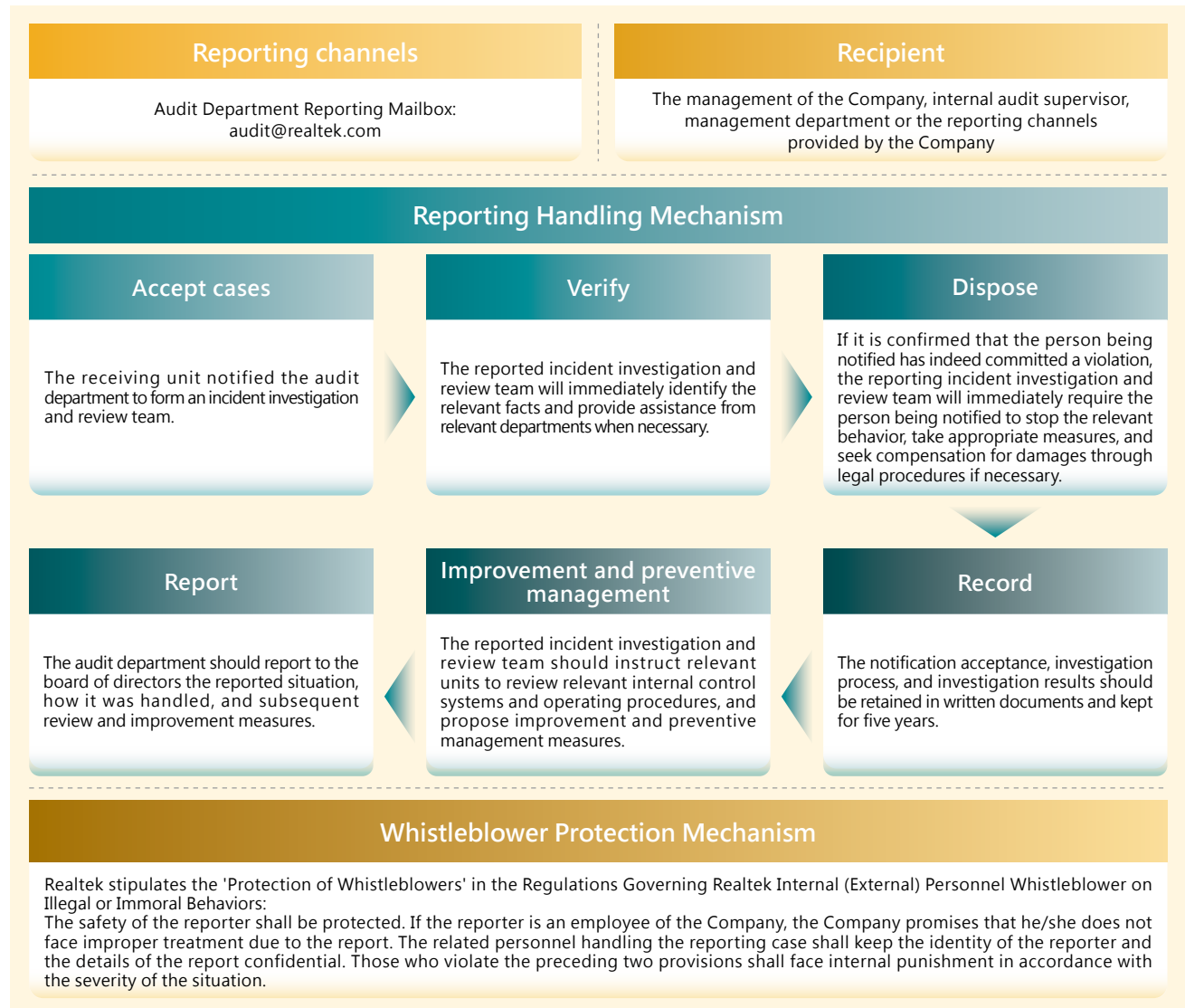
Realtek firmly believes that only by adhering to and implementing ethical conduct can sustainable business operations and win-win situations with customers be achieved. Realtek established important internal policies such as the *Ethical Corporate Management Policy*, *Ethical Corporate Management Best Practice Principles*, *Procedures for Ethical Management and Guidelines for Conduct*, *Employee Code of Conduct*, and *Code of Ethical Conduct*, all of which have been approved by the Board of Directors. From the Board to the management level, we actively implement the commitment to ethical management policy, strictly carry out ethical management practices in internal management and business activities, and require all employees to fully participate and comply. Information related to ethical management is disclosed on Realtek official website, providing management, employees, and stakeholders with understanding, ensuring the implementation of the Company's ethical management philosophy, preventing conflicts of interest, avoiding improper benefits and infringement of confidentiality, and maintaining fairness in competition and transactions. Article 10 of Realtek's "Ethical Corporate Management Best Practice Principles" clearly prohibits bribery and improper benefits. Realtek and its directors, managers, employees, mandataries, and Substantial Controllers may not, in the course of conducting business, directly or indirectly offer, promise, request, or accept any form of improper benefits from clients, agents, contractors, suppliers, public officials, or other stakeholders. Realtek's *Board Meeting Rules* stipulate that when a meeting item is related to the director's own interests, he/she should explain his/her interests and recuse himself/herself. If there is a risk of harm to the Company's interests, he/she may not participate in the discussion and vote and may not represent other directors in exercising voting rights. For the execution of director recusal, directors' positions in other companies, and shareholding status, please refer to [pages 5-6 and 17 of Realtek's 2025 Annual Report](#). In 2025, Realtek was not involved in any legal proceedings related to violations of anti-competitive regulations.

Realtek has established the *Procedures for Financial Transactions between Related Parties*. It is used to strengthen the prevention of irregular transactions, improper benefit transfers in purchase and sale transactions between related parties, acquisition and disposal of assets, endorsements, guarantees, and loans. Furthermore, Realtek does not provide any contributions or expenditures to any political campaigns or organizations, lobbying groups, tax-exempt entities, or other groups aimed at influencing political movements, public policies, and legislation. No political contributions were made in 2025.

Whistleblowing and Disciplinary Measures

To implement Realtek's Code of Ethical Conduct and the concept of ethical management, and to encourage stakeholders to report any discovered violations of integrity and ethics, the *Regulations Governing Realtek Internal (External) Personnel Whistleblowing on Illegal or Immoral Behaviors* have been established. This includes the standard operating procedures for investigating reported items, subsequent measures to be taken after the investigation is completed, and related confidentiality mechanisms, to ensure that the reporting channel is unimpeded and the privacy of the whistleblower is protected. In 2025, Realtek received one whistleblowing letter. Based on the results of the investigation, this case was not related to issues of ethical management, and there were no instances of corruption or bribery at all operational locations.

Procedures for Handling Whistleblowing Cases



Fostering an Ethical Culture

Realtek continuously implements education, training, and promotional programs on ethical management and ethical conduct, including the new employee training camp and management seminars. Starting from 2026, ethical management and ethical conduct awareness and training courses will be regularly provided on an annual basis to all Realtek employees (including contractors). The courses include content covering the Company's ethical management policies, the employee code of conduct, and reporting mechanisms for unethical behavior. These efforts aim to raise employees' awareness of ethical management, effectively promote the Company's commitment to ethical management, and ensure its implementation in daily operations. In 2025, we provided training on ethical management totaling 357.8 hours, with a total of 1,588 attendances. Among the training courses, the total hours dedicated to Insider Trading Prevention training amounted to 47.33 hours, with 568 attendances attending the sessions. Every new employee joining Realtek is required to complete a mandatory ethics awareness course and must read and sign the *Ethical Corporate Management Policy*, *Employee Code of Conduct*, and *Code of Ethical Conduct*. In addition, in 2025, 100% of our key suppliers signed the *Realtek Semiconductor Corp. Code of Conduct*, which contains ethics and management system.

Internal Audits

The internal audit unit of Realtek is an independent operational unit under the Board of Directors. Internal audit officers shall regularly compile audit results and report regularly in Board meetings, and report to the chairman and president on an as-needed basis. Realtek's internal audit unit is staffed with dedicated audit personnel, including Audit Manager and Audit Specialists, who undergo continuing training annually to ensure their competence. Annual audits, which are carried out based on plans approved by the Board, shall ensure the effectiveness of self-evaluation and internal controls carried out by internal units and subsidiaries. Based on the self-evaluation reports, the audit unit issues a statement on internal control mechanisms to the Board and the Company president. Based on the audit results, a declaration of internal control was issued for 2025, confirming the design and implementation of internal control are effective and compliant with all laws and regulations.

Target Audience	Training on Anti-Corruption	Communication/ Training Results
Board of Directors	All directors have completed training on the <i>Regulations for the Prevention of Insider Trading</i>.	100% Participation
Managerial staff	Integrity and ethics advocacy courses are arranged as part of managerial staff seminars.	464 attendances
New Employees	- All new employees are required to complete the e-learning course on the <i>Regulations for the Prevention of Insider Trading</i>. - The new employee training camp curriculum includes advocacy sessions on ethics and integrity.	100% Participation
All Employees	Ad hoc anti-corruption advocacy (poster displays, intranet announcements).	100% Participation

Compliance with Laws and Regulations

To ensure the Company's operations remain sound and in strict compliance with all applicable laws and regulations, Realtek has established a comprehensive risk control mechanism to prevent violations from having an adverse impact on its profitability and operations. The Company closely monitors changes in domestic and foreign policies and regulations, assesses their potential impact on its business or financial position, and assigns a dedicated Intellectual Property and Legal Department to provide professional legal advice and support to each business unit. In addition, the audit unit conducts regular annual audits of compliance with legal and regulatory requirements, and reports the audit findings and the status of follow-up improvements to the Audit Committee and the Board of Directors to fulfill their oversight responsibilities. In 2025, Realtek did not incur any significant fines or non-monetary sanctions resulting from violations of social, economic, or environmental laws and regulations.

Note: A major violation is defined as an incident penalized with a fine exceeding NTD 1,000,000.

1.4 Risk Management

Risk Management Policy



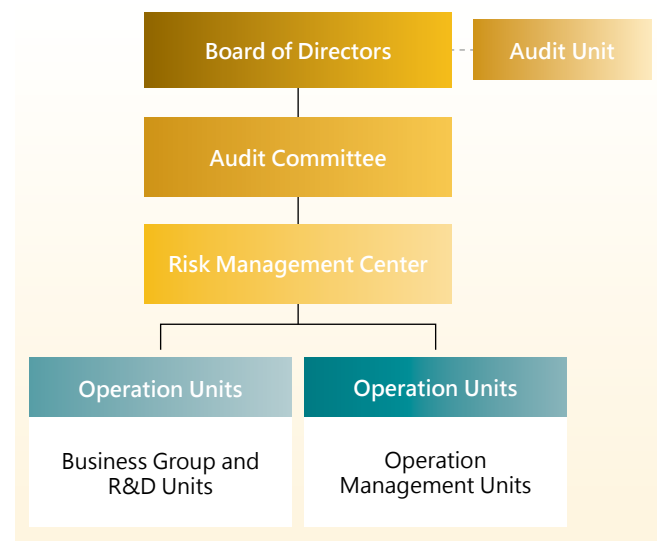
To implement corporate governance duties, maintain sustainable operations, and grasp the internal and external economic, social and environmental risks that the Company faces, each department of Realtek must act within its authority to identify and clarify risks with the potential to disrupt corporate operations or sustainable development. Latent risks shall be monitored, and preventive measures shall be implemented in order to strengthen risk management, enhance systematic response capabilities, and achieve risk control objectives, thus safeguarding shareholders' rights and interests, enhancing competitiveness, and establishing a foundation for sustainable operations and development.

Risk Management Organizational Framework and Responsibilities

To effectively manage risks that could cause operational uncertainties for the Company, Realtek has established the *Risk Management Policy* and the *Risk Management Methods and Procedures*. The Board and the Audit Committee approved the amendments which define the Board of the Directors as the highest governance body, the Audit Committee is the highest supervisory body, with the Risk Management Center responsible for promoting and executing risk management. Furthermore, the independent internal audit unit under the Board is responsible for conducting internal audits to ensure the risk management system is consistently and effectively executed. Through our risk management procedures such as risk identification and clarification, contingency control, monitoring and prevention, and consolidated reporting, combined with preventive measures and systematic strategies, we aim to enhance stability and resilience in the face of risks, ensuring business continuity and sustainable development.

Level	Responsibilities
 Board of Directors	The Board of Directors is the highest governance unit of the Company's risk management. The Board's risk management objectives include upholding compliance with laws and regulations as well as promoting and implementing the Company's overall operational risk management goals. In addition, the Board needs to clearly understand the risks that could impact sustainable operations and ensure the effectiveness of risk management.
 Audit Committee	The Audit Committee is the highest supervisory unit of the Company's risk management. It is responsible for reviewing risk management policies and the planning of major risk management matters, as well as reviewing the implementation of risk management and supervising the improvement of risks control. It reports the operational status and implementation results of risk management to the Board of Directors at least once a year.
 Risk Management Center	The Risk Management Center is responsible for formulating quantitative or qualitative measurement standards based on the characteristics of the risks, which serve as the basis for risk analysis. It also reviews and controls the risk assessments and response coordination of various plans and projects initiated by the accountable departments through the operational risk management meetings chaired by the President or relevant operational executives. It reports the operational status of risk management to the Audit Committee at least once a year.
 Audit Unit	The Internal Audit Department, an independent department under the Board of Directors, executes internal audits to assist the Board and management in inspecting and reviewing the internal control systems for deficiencies, as well as measuring the operational effectiveness and efficiency while providing timely improvement recommendations. These measures ensure the continued implementation of internal control mechanisms and serve as a basis for related reviews and amendments.
 Operational Units	While carrying out everyday duties, personnel from each operational unit shall serve as the first line of defense in risk management. They shall analyze, monitor, and prevent risks that are related to their departments while ensuring that risk control mechanisms and procedures are effectively implemented, and should regularly report the implementation status of risk management for various risks to the Risk Management Center.

· Risk Management Organization Structure



Fostering a Risk Management Culture

Realtek recognizes that a robust risk management culture is a critical foundation for corporate sustainability and therefore incorporates “risk awareness” into corporate governance and daily operations. In addition to establishing comprehensive risk management systems and procedures, we continuously strengthen all employees’ awareness of and sensitivity to risks related to business operations, regulatory compliance, information security, and sustainability issues through systematic training and promotional activities.

Fostering a Risk Management Culture			
Rules and regulations	Incentive Program	Products and services	Risk management–related education and training
● Risk Management Policy ● Risk Management Methods and Procedures ● Realtek Business Continuity Plan ● Information Security Risk Management Framework ● Foundry & Purchased Equipment & Outsourced Testing Capacity Disaster Recovery Plan	The Remuneration Committee regularly evaluates managers’ ESG performance based on indicators such as information security management and risk management mechanisms, and incorporates the evaluation results into the calculation factors for base salary and bonus distribution.	Obtain and maintain certifications such as ISO 9001, ISO 26262, ISO/SAE 21434 and TISAX, and incorporate risk criteria into every stage of product development to systematically assess the severity of related impacts, thereby ensuring quality and compliance.	● In 2025, external training topics for the Board of Directors will include “Sustainable supply strategies amid rising global risks,” “Advanced Seminar on Anti-Money Laundering and Anti-Fraud Advocacy,” and other risk management–related courses. ● In 2025, three information security–related training courses were provided to all employees at Taiwan operating sites. ● All employees at Taiwan operating sites regularly participate in emergency response team drills.

Risk Assessment and Management

Realtek’s risk management scope covers risks related to strategic planning, operational management, financial operations, and hazard events, while also incorporating climate change-related risks. We reference the Enterprise Risk Management (ERM) framework, through which the Risk Management Center implements a management process of risk identification, measurement, monitoring, response, reporting, and disclosure. Annually, based on the identification results of material sustainability issues, we conduct systematic risk assessments and identification to select key risk management topics, monitor potential risks, and implement preventive measures. This ensures Realtek’s business continuity and mitigates the potential impact of these risks.

Based on the type of risk, Realtek’s operational units implement corresponding risk management measures, and the Company promotes risk control and prevention across all employees. Each operational unit regularly submits information to the Risk Management Center to ensure the timely identification of significant potential risks that could affect operations or sustainable development. The Risk Management Center consolidates this information and reports to the Audit Committee at least once a year on the operation of risk management. The Audit Committee, in turn, reports at least annually to the Board on the operation and effectiveness of risk management, while an independent audit unit conducts internal audits, providing a basis for oversight and guidance. In 2025, the audit unit conducted an internal audit of risk management to ensure that the internal control system continues to be implemented effectively. On October 28 and 29, 2025, the Risk Management Center reported to the Audit Committee and the Board the Company’s risk appetite metrics, the results of the identification of material risk issues, and the implementation, operation, and outcomes of preventive measures regarding these material risk issues; the Audit Committee and the Board also held one oversight and guidance meeting on these material risk issues to strengthen relevant mechanisms and continuously optimize preventive measures, ensuring the Company’s overall operational stability and sustainable development.

Risk Management Procedures



· 2025 Realtek Material Risk Management Issues and Response Strategies

Risk Category Risk Issues	Impact	Response Measures	Opportunity Benefits
Strategic Risk Geopolitical Developments Risk (Emerging Risk)	The ongoing trade war among major global powers has led various nations to impose import and export restrictions, plunging the global economy into a state of conflict. While this has had a significant impact on many industries, it also creates new opportunities, which are set to shape a new paradigm for future global economic and trade competition.	● Regularly review geopolitical issues at the operational sites of the Company and its partners to adapt to changes in regional regulations and market demands, thereby enhancing market response efficiency. ● Ensure compliance with regional laws and regulations, as well as product specification requirements. ● Diversify our product planning, continuously introduce new products and new applications, and expand into niche markets in response to regional laws and regulations.	● Understand and comply with the laws and regulations of each region, thereby avoiding violations and penalties. ● Respond swiftly to the diverse specification demands caused by trade conflicts, break through market challenges, and achieve outstanding results.
Strategic Risk Technology Innovation and Industry Trends	In recent years, demand for semiconductor end-use applications has undergone significant shifts. AI and automotive applications are considered the two primary areas that will continue to drive the growth of the semiconductor industry in the coming years. The advancements and changes in these fields will have a profound impact on the Company's future growth opportunities.	● Stay ahead of competitors by launching various new technologies with AI capabilities for communications network, computer peripherals, and multimedia, while continuously building advanced core technologies through advanced processes. ● Conduct R&D on mid-to-high-end automotive networking switches and communication ICs, providing key connectivity technology for automotive applications. ● Achieve win-win outcomes by providing comprehensive product services or co-developing new products with customers.	● Proactively track new technological trends and make forward-looking deployments, providing our partners with advanced technologies and products. ● Maintain a leading position by capitalizing on technological innovation and industry trends, ensuring sustainable development and growth.
Strategic Risk Technology R&D Progress and Competitive Landscape	In a market characterized by intense competition and highly uncertain product lifecycles, failing to launch new technologies and products in a timely manner could directly impact the Company's product competitiveness, leading to a loss of market share and profoundly influencing future revenue growth.	● Continuously enhance team collaboration efficiency by developing AI-driven IT tools through the Plan-Do-Check-Act (PDCA) methodology. ● Maintain close cooperation with foundries and implement robust global supply chain management to respond quickly to market changes and demands.	Enhance development efficiency, launch new products that meet customer needs in a timely manner, increase product competitiveness and market share, and strengthen brand influence and technological leadership.

1.1 Governance Structure

1.2 Operational Performance

1.3 Ethical Management

1.4 Risk Management

1.5 Information Security Management

Risk Category Risk Issues	Impact	Response Measures	Opportunity Benefits
Operational Management Risk Information Security (Privacy Protection)	Despite the continuous investment in information security management mechanisms and resources, security incidents may still occur, leading to the interruption of information systems, product vulnerabilities, information leakage, and improper use, thereby impacting corporate reputation or operations.	- Realtek values information and communication security, personal data, and customer privacy. It has established the Realtek Information Security Steering Committee and the Corporate Security Center, and formulated the <i>Information Security Risk Management Framework</i> to identify information security risks, propose response measures, and review and supervise the implementation of information security policies. - In 2025, completed and obtained transition certification for the ISO 27001 international information security management standard (ISO 27001: 2022 edition).	By continuously strengthening our information security management mechanisms and investing in information security resources, we are committed to protecting the Company's information and communication assets, mitigating potential security risks, and enhancing corporate resilience. This commitment ensures compliance with legal and standard requirements, thereby increasing the confidence of stakeholders, including our customers, investors, and suppliers, in partnering with and investing in Realtek.
Hazardous Incident Risk Climate Change Risk	Adhering to the international trend of carbon reduction and the shared responsibility to protect the planet, we inevitably face increased operating costs. Furthermore, to meet customer requirements for green products and services, we must increase the proportion of renewable energy used, resulting in higher R&D and electricity costs.	- Increase the proportion of renewable energy use. - Improve equipment energy efficiency. - Construct the new campus in accordance with green building standards. - Continuously invest in green product design and R&D. - Implement sustainable supply chain management.	The Company continuously invests in the R&D and design of green products, increases the proportion of renewable energy used, and has implemented the ISO 50001 Energy Management System to reduce corporate greenhouse gas emissions and enhance equipment energy efficiency, thereby mitigating the impacts of global warming and climate change. These initiatives not only meet the shared expectations of the global community and governments, in addition to complying with governmental requirements, but also create opportunities for collaboration between customers and Realtek, encouraging supply chain partners to collectively address the issue of climate change.
Hazardous Incident Risk Acute Disasters and Business Interruption Risk	Potential natural disasters or emergencies, such as pandemics, earthquakes, fires, and typhoons, may impact employees' health, damage equipment, and even disrupt the operations of internal and supplier production lines. This would consequently affect the Company's operations and order delivery.	- Establish the <i>Realtek Business Continuity Plan and the Disaster Recovery Plan for Wafer, Purchased Component, and Outsourced Testing Capacity</i> to prevent and assess the risk of supply disruptions and strategically adjust our supply chain layout based on global market supply and demand, thereby ensuring continuous operations and the sustainable development of the entire supply chain. - Implement a systematic supplier management mechanism to stabilize the supply of product raw materials to prevent operational impacts from delivery delays, thereby ensuring stable cooperative relationships with our customers. - Comply with government epidemic prevention measures, effectively control infectious diseases, and maintain company operations.	- Establish emergency response mechanisms in advance to enhance resilience against natural disasters or unforeseen incidents. Add new and replace existing equipment to improve resource utilization efficiency, thereby enhancing competitiveness and laying the foundation for sustainable business operation and development. - In the event of a risk alert or an actual occurrence, execute the Business Continuity Plan to effectively mitigate the impact on the Company's normal production and product delivery. This ensures the stability of various mechanisms and maintains continuous operations, thereby reducing the impact of the crisis and minimizing losses for our customers. - Supplier diversification can significantly enhance the flexibility and resilience of the supply chain, enabling the Company to recover its operations more quickly in the face of disasters and reducing the risks of production halts and supply disruptions. Effective disaster response strategies and reliable supply chain management can strengthen the Company's market competitiveness, attracting more customers and partners.

1.5 Information Security Management

To protect the information security of its employees, customers, investors, and partners, and to support the Company's vision of sustainable and steady operation and development, Realtek is committed to developing and continuously improving its information security strategies. This is to prevent risks such as theft, improper use, leakage, or destruction of information assets due to human negligence, deliberate actions, or natural disasters. Realtek has established an *Information Security Risk Management Framework* and continuously improves its risk management by strengthening governance strategies and personnel training, conducting assessments and reviews, and formulating supporting measures. This creates a solid, secure, and trustworthy digital environment for the Company, serving as a solid foundation for its sustainable operation. In 2025, no major information security incidents occurred, and there were no complaints from employees, suppliers, or customers due to violations of information security-related regulations.

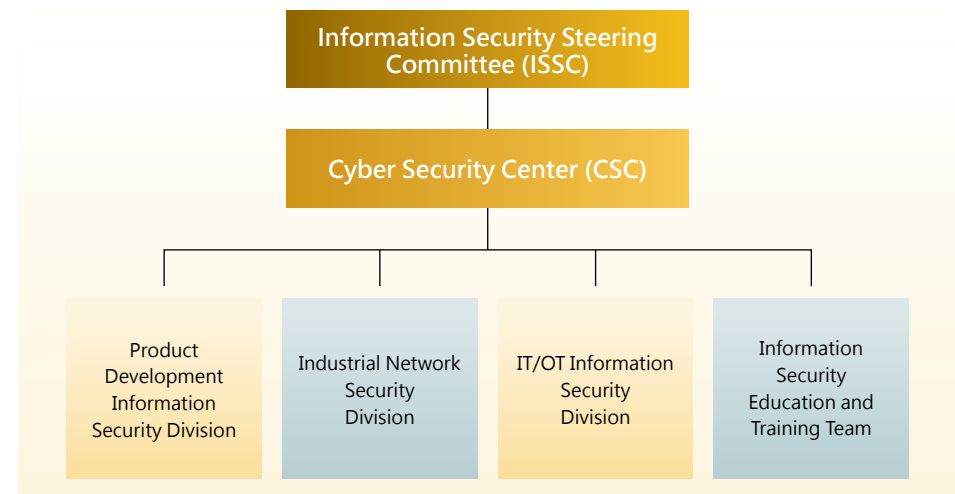
Information Security Risk Management

To implement and enhance information security governance strategies and risk management, the Board of Directors of Realtek assumes ultimate oversight responsibility for information security and reviews the "Annual Information Security Report," thereby keeping abreast of the Company's information security risks and management performance through a regular reporting mechanism. Realtek established the Information Security Steering Committee, responsible for reviewing the establishment and execution of information security policies. The Information Security Steering Committee is chaired by the President, with first-tier managers from each unit serving as ex-officio members. The committee holds at least one meeting annually and reports the overall information security governance status to the Board.

In terms of management structure, Realtek has established the Corporate Security Center (Cyber Security Center, CSC), led by the Chief Information Security Officer (CISO). The CSC collaborates with dedicated units such as the Product Development Security Department, Industrial Network Security Department, IT/OT Security Department, and Security Education Team, to jointly build the Company's information security defense system. Following international information security standards such as ISO 27001 information security management and TISAX automotive industry trusted information security assessment, the CSC coordinates the formulation and implementation of information security policies and all information security protection measures to ensure that information security management achieves the goals of confidentiality, integrity, and availability.

In 2025, the Cyber Security Center (CSC) submitted monthly reports to top-level management on the progress and effectiveness of information security initiatives (for a total of 12 briefings), conducted one review of policies and implementation performance through the Realtek Information Security Steering Committee, and delivered one report to the Board of Directors on the overall status of information security governance, in order to strengthen the Board's oversight of information security risks and its decision-making support.

· Cyber Security Risk Management Framework



Since Realtek is an IC design company, its business involves IC research and development, manufacturing, sales and offering of software and hardware applications and IP development for IC products. Through information technologies such as various communications equipment, instrumentation and information systems, it collaborates closely with the upstream and downstream partners of the industry chain, as well as customers, on product development and delivery. Realtek strengthens and maintains organizational information security by formulating the Information Security Risk Management Framework and implementing information security management mechanisms.

Realtek's *Information Security Risk Management Framework* applies to all employees. The Company regularly promotes information security education, training, and responsibility awareness to strengthen information security awareness and execution capabilities, ensuring that all employees clearly understand their information security responsibilities. For third parties (including suppliers, outsourced manufacturers, and other partners), Realtek has established the *Supply Chain Information Security Management Policy* to protect the security of shared information and infrastructure. At the same time, Realtek continuously collects and analyzes the latest trends in cybersecurity risks, as well as domestic and international information security laws and regulations in order to formulate or revise relevant policies and management procedures. The Corporate Security Center (Cyber Security Center, CSC) performs the necessary information security-related operations each year to ensure the effective implementation of the Information Security Risk Management Framework and the continuous enhancement of the Company's information security management measures.

As our operations expand and cyber threats grow more sophisticated, it is no longer possible to guarantee complete protection against serious cyber-attacks, even with multiple layers of defense. To address this, Realtek continuously and actively manages information security risks by assessing the materiality and significance of risks, and the corresponding improvement benefits to build a defense-in-depth mechanism. The Company follows the Plan-Do-Check-Act (PDCA) cycle to continuously strengthen its information security management system, supporting the requirements for business development, in order to reduce information security risks arising from human error or malicious attacks.

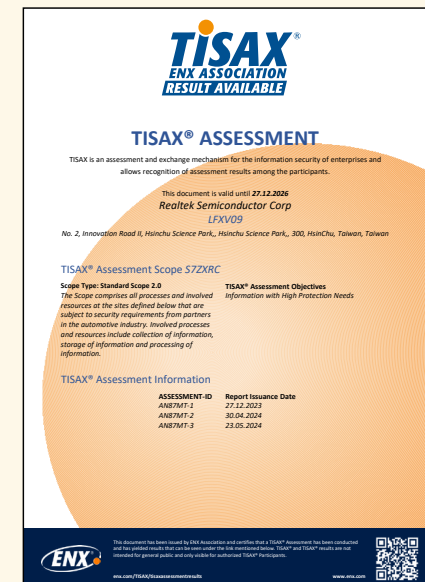
Realtek introduced ISO 27001 and TISAX in 2023 and passed the ISO 27001:2022 transition certification in January 2025. For ISO 27001, Realtek will implement an internal audit and a third-party external audit annually; as for the TISAX assessment, the Company will conduct an internal audit once a year and a third-party external audit every three years to further enhance the reliability of the information security management system.

ISO 27001:2022 Information Security Management System



Validity Period
March 8, 2024 - March 7, 2027

TISAX Trusted Information Security Assessment Exchange



Validity Period
May 23, 2024 - December 27, 2026

Privacy Protection

To ensure the privacy and personal data protection of customers, partners, and employees, and to establish standardized procedures for the collection, processing, and use of personal data, the Company has formulated a *Privacy Policy*, *Personal Data Security Maintenance Policy*, and *Personal Data Management Procedures*. These policies apply to all employees, suppliers, partners, and users of the Company's website. Management of privacy-related issues has been incorporated into the Company's compliance management framework, under which it regularly assess regulatory compliance and conduct annual internal audits, risk assessments, customer-requested compliance audits, supply chain security audits, and other third-party information security audits. In addition, a dedicated privacy protection mailbox (realtek_privacy@realtek.com) is available for stakeholders to report or provide feedback on privacy and personal data protection issues. In 2025, there were no privacy- or personal data-related reported incidents.

In 2025, Realtek strictly complied with personal data protection regulations. The personal data collected was used solely for its intended purpose and was not used for other purposes or secondary use. To ensure the effectiveness of its management measures, one customer personal data inventory and risk assessment was conducted in 2025, systematically reviewing security control points throughout the data lifecycle, and no high-risk issues were identified in the 2025 assessment. Leveraging this rigorous preventive framework and its effective implementation, the Company strengthened its personal data protection prevention mechanisms. Throughout the year, there were no personal data protection violations that resulted in penalties imposed by the competent authorities, and no complaints related to infringements of customer privacy rights were received, thereby safeguarding the security of customer information and their rights and interests.

Specific Management Plans and Resources Invested in Realtek Information Security Management

Information Security Protection Measures

In the face of new and diverse external network attack threats, if protective measures are inadequate, they may lead to the interruption of the Company's critical information system services, the leakage or theft of sensitive information, and ultimately result in operational losses. Therefore, Realtek adopts a multi-layered defense-in-depth architecture and deploys mechanisms and systems such as firewall controls, antivirus software, endpoint detection and response (EDR), managed computers, personal account and password management, information system access rights management, and backup and redundancy for critical information, in order to strengthen access security for internal and external networks and block potential security threats. In addition, Realtek continuously remediates cybersecurity threats and vulnerabilities by performing regular vulnerability scans on critical information systems and collecting threat intelligence on malware and ransomware, converting such intelligence into defense policies to truly enhance its information security risk response capabilities. Building on this foundation, in order to further validate the effectiveness of defenses from an attacker's perspective, Realtek also plans to introduce red team exercises. By simulating the mindset of real-world hackers, these exercises proactively identify potential blind spots in personnel, processes, and technologies, thereby effectively enhancing the organization's overall cybersecurity defense capabilities.

In 2025, Realtek continued to implement the ISO 27001 Information Security Management System. Based on this framework, it established information security standards and supervisory mechanisms on this basis to rigorously review the formulation and implementation effectiveness of its information security policies. At the same time, through regular drills, testing, and audits, the Company continuously strengthened the effectiveness and resilience of its defense measures.

Product Information and Cybersecurity Management

Realtek implements R&D network segmentation and process controls to ensure the proper use of core technologies. The Company also holds regular meetings to address known issues and prevent recurrences. These efforts achieve key objectives such as information protection, access control, contract compliance, data traceability, software quality, and software security, thereby preventing the leakage and improper use of product development intellectual property or sensitive information. In order to avoid product security vulnerabilities causing damage to customers and goodwill, if such incidents occur, Realtek follows the Company's information security reporting process to initiate vulnerability correction and response procedures and report to superiors. Through rigorous information security risk response measures, Realtek is able to strengthen trust and partnerships with stakeholders and advance long-term sustainable development.

To further enhance product security, in 2025 Realtek committed to strengthening employees' secure development capabilities by regularly organizing product security training programs. During the development process, the Company continuously optimized vulnerability scanning, penetration testing, and patching mechanisms, and introduced product threat modeling analysis. At the same time, by implementing product sign-in and sign-off procedures alongside a product vulnerability disclosure and reward program, Realtek comprehensively enhanced product quality and security.

Strengthened Staff's Awareness and Capabilities of Information Security

To enhance employees' vigilance and information security awareness, and to ensure compliance with information security policies, Realtek regularly conducts information security training and specialized training programs. These courses cover topics such as Company-Wide information Security Awareness, Email Social Engineering Drills, and Protection of Trade Secrets, thereby fostering a culture in which employees actively participate in information security defense and enabling every employee to serve as the first line of defense in safeguarding the Company's assets.

In information security governance, employee awareness is a critical factor. Accordingly, in 2025 Realtek continued to conduct social engineering drills quarterly. Through ongoing simulations, the Company aimed to gradually strengthen employees' vigilance in identifying malicious emails and their ability to respond appropriately. The drill results served not only as objective indicators for evaluating effectiveness, but also as an important basis for optimizing the content of future training programs.

· Drill Participation (Number of Attendances) by Quarter in 2025

Information Security Drill	Target	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Social Engineering Drill	Enhancing employees' awareness of email security	2,645 attendances	2,629 attendances	5,523 attendances	5,577 attendances

Supply Chain Information and Cybersecurity Management

Realtek attaches great importance to supply chain information security and privacy protection. In 2025, the Company revised the *Realtek Supplier Code of Conduct* to incorporate new requirements related to information security management and privacy protection, and formulated the *Supply Chain Information Security Management Policy* to clarify the principles and management requirements that suppliers shall follow in the areas of information security and data protection. Through these measures, Realtek works hand in hand with its supply chain partners to strengthen the overall information security resilience of the supply chain.

To ensure effective implementation of cybersecurity management across the supply chain, Realtek has introduced an information security assessment mechanism for key suppliers. Using information security questionnaires for quantitative evaluation, supplemented as needed by on-site audits for verification, Realtek gains a comprehensive understanding of suppliers' management measures and capabilities in information security governance, system protection, and data protection. This mechanism helps ensure the security of Realtek's data, systems, and customer information, reduces potential information security risks arising from supply chain collaboration, thereby reinforcing the foundation of mutual trust and promoting long-term, stable cooperative relationships.

The 2025 assessment results revealed that nine key supply chain partners had established comprehensive information security management mechanisms, and the overall maturity of their information security management was robust. Through ongoing assessment and communication, Realtek was able to promptly identify supply chain information security risks and drive corrective actions, thereby further enhancing the overall information security management capabilities and operational resilience of the supply chain.

· 2025 Information Security Measures Implementation Results

Governance Aspect	Implementation Items	Results
Management Systems and Governance	- Implementation of ISO 27001 and establishment of information security standard documentation - Provision of monthly reports to senior management - Convening of Realtek Information Security Steering Committee - Reporting to the Board of Directors	20 documents 12 times 1 time 1 time
Testing and Drill	- Completion rate of improvement items from regular information security audits - Comprehensive information security technical assessments - Year-round Social Engineering Drills - Number of attendances in Social Engineering Drills	100% 249 times 4 times 16,374 attendances
Personnel Training and Certification	- Announcement and promotion of information security measures - Secure Product security development training - Company-wide information security training - Specialized information security courses - Number of information security-related certifications held	7 items 10 sessions 5 sessions 6.5 hours 47 certifications
Supply chain Information Management	Information security self-assessment for key suppliers	Average score: 98.64

· Summary of Realtek's Information Security Incidents over the Past Three Years

Information Security Incidents	2023	2024	2025
Total number of significant information security incidents	0	0	0
Customer data loss resulting from information security incidents	0	0	0
Number of customers or employees affected by information security incidents	0	0	0
Total monetary loss resulting from information security incidents	0	0	0

Information Leakage Incidents	2023	2024	2025
Number of data breach incidents	0	0	0
Proportion of data breach incidents involving personal data	0	0	0
Number of customers affected by data breach incidents	0	0	0

CH2

Value Innovation

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Corresponding SDGs

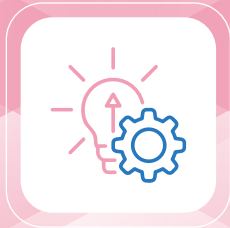


Material Issues

Intellectual Property Rights Protection and Fair Competition, Product Lifecycle Management

Accomplishments at a Glance

- Ranked **7th** among Taiwanese enterprises for the number of domestic invention patents applied
- Invested more than **NT\$52 million** in industry-academia collaborative research projects
- Name a Clarivate "Top 100 Global Innovators" **for four consecutive years**
- Obtained **A-level certification for Taiwan Intellectual Property Management System (TIPS)**
- Allocated **28.6%** of total revenue to annual R&D investment in 2025
- Accumulated **11,915** patent applications filed and granted worldwide across the Group



Management Policy -----

Innovation R&D and Sustainable Product

Material Sustainable Issues ---

Intellectual Property Rights Protection and Fair Competition

Product Lifecycle Management

Negative Impact

- No material negative impacts related to innovation R&D or sustainable products in 2025.
- Innovative R&D and patent portfolio are key factors for Realtek to maintain its competitive edge. Without a robust intellectual property protection strategy, potential litigation disputes could delay product launch and disrupt customer service, and impair overall company's profitability.

Positive Impact

- Realtek leverages formidable R&D innovation capabilities and extensive patents in multiple countries. In product design, we prioritize safety, environmental friendliness and energy efficiency alongside performance. Meeting customer needs while expanding its market leadership drives revenue growth, profitability, and long-term shareholder value.

Policy / Commitment

- Realtek is committed to continuously satisfying the needs of customers with innovative products and services. Upholding the principle of continuous evolution, the company aims to drive progress across five key pillars: "New Technology, New Products, New Applications, New Value, and New Markets."

Management Responsibility/ Evaluation Mechanism

Business Units, R&D Center, Corporate Technology Center, Quality Management Department

- Business units review R&D progress and results on a weekly basis and pay unscheduled visit to customers and suppliers to monitor market dynamic and ensure that product features meet market and customers' demands.
- The R&D Center and the Corporate Technology Center develop technologies and acquire licensed technologies, holding regular meetings to review technology integration and cost-efficiency.
- The Quality Management Department conducts regular review meetings guided by our quality management systems to ensure product quality.

Communication/ Complaint Channels

- Please refer to [Stakeholders Engagement](#) and [CH2: Value Innovation](#) for detailed information.

Strategy/G Goal

Short-term (1 year)

- Regularly launch products achieving a minimum 35% reduction in unit energy consumption compared to previous-generation products
- Increase revenue and R&D expenditures dedicated to Clean Technology Products increase year over year
- Maintain annual R&D expenses at over 25% of total revenue
- Continuously increase domestic invention patent applications filed and granted
- Maintain the validity of external product certifications
- Ensure product designs strictly adhere to safety standards, minimizing potential safety risks for end users
- Expand the overall market share through new product launches, bundle solutions, and optimized distribution strategies

Medium- to long-term (2-10 years)

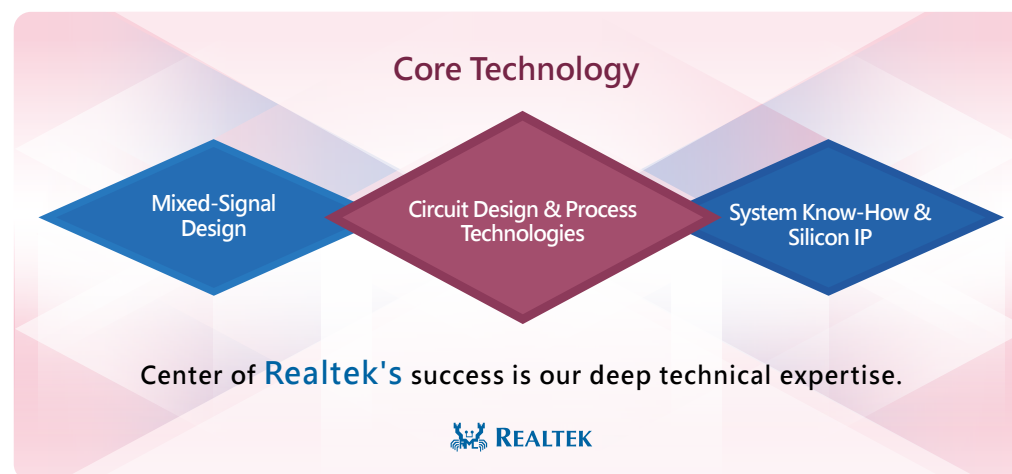
- Strengthen core technological development and patent deployment to solidify R&D leadership
- Establish a global technical service network while maintaining quality for high-market-share products. For products with a lower market share, we will aggressively expand customer base and sales channel to boost market presence
- Participate in and global standard setting bodies to gain early technical foresight and meet critical Time-to-Market window
- Regularly evaluate and refine the company's performance in innovation R&D, product safety, environmental protection, and user health
- Participate in standard organization verification platforms to establish Realtek products as the industry benchmark for interoperability testing

Sustainability Contribution in 2025

- Generated NT\$78.4 billion (approx. US\$2,492.7 million) in revenue from Clean Technology Products, accounting for 63.9% of total revenue; Invested NT\$26.2 billion (approx. US\$833.4 million) in clean technology R&D, accounting for 74.7% of total R&D expenditures
- Allocated NT\$35.125 billion in annual R&D expenditure, representing 28.6% of total revenue
- Launched internal "Intellectual Value Sharing" programs to spur employee-driven innovation and sustainable technologies
- Filed 2,533 patent applications formally
- Participated in over 17 international exhibitions and product evaluation conferences
- Achieved zero violations of health and safety regulations concerning products and services
- Ensured 100% compliance with regulations on hazardous substances and customer requirements

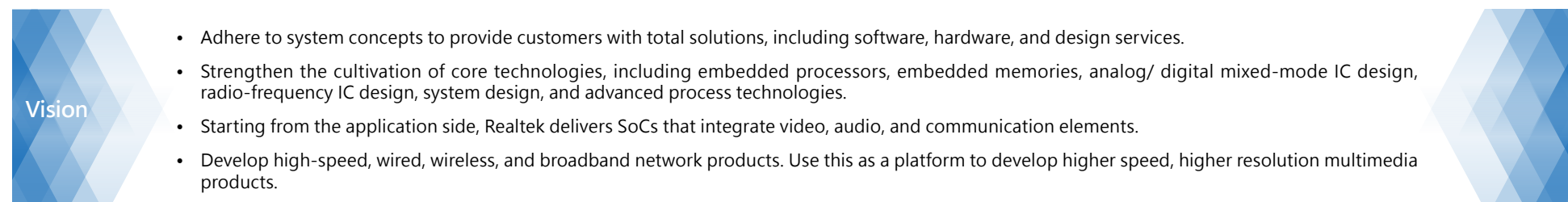
2.1 Core Competencies

Fueled by continuous innovation, Realtek is one of the leaders in shaping industry trends and technological advancements. The company has successfully developed a wide range of integrated circuits that are innovative and leading across various fields. Realtek's expertise in innovation is rooted in its specialized and profound system knowledge and integration capabilities. From the product R&D stage, Realtek adopts a systems-thinking approach, leveraging its proficiency in mixed-signal (digital and analog) design and circuit expertise to integrate key components—such as Microcontroller Units (MCUs), Digital Signal Processors (DSPs), Reduced Instruction Set Computer (RISC) microprocessors, Phase-Locked Loops (PLLs), and memory—to create System-on-Chip (SoC) solutions. Furthermore, Realtek incorporates various forms of embedded AI accelerators into these solutions to enhance the functionality and performance of audio, video, and connectivity, ultimately delivering the best solutions to customers. Realtek also expands the application of AI in its daily operations, from assisting with product development to increasing business processes efficiency. In addition, beyond its robust capabilities in system development and IC design, Realtek possesses specialized expertise in process applications, ensuring the maintenance of high product quality and reliability standards.



R&D Direction and Vision

Realtek takes an application-oriented approach to product R&D and design integration from an end-application standpoint, adopting a systematic mindset to integrate R&D planning, technology development, product design, product manufacturing, and customer service, all directed toward our ultimate vision of becoming a key enabler of the smart world. Realtek continuously overcomes technical bottlenecks, and optimizes product design to develop comprehensive, ultra-high-speed, and highly integrated solutions. Realtek precisely capitalizes on pivotal business opportunities arising from edge AI devices and connectivity technology upgrade, staying firmly committed to deepening its core technologies and product deployment. The Company also introduces AI-powered tools directly into product design, R&D workflows, and daily operational management, thereby significantly enhancing innovation efficiency and organizational effectiveness. At the same time, Realtek integrates environmental sustainability into every stage of development, striving to optimize its product portfolio and increase the share of higher value-added and clean technology products, leveraging its strong R&D capabilities to drive the Company's sustainable development.



2.2 Intellectual Property Strategy

Realtek focuses on innovative technologies and breakthroughs in various fields. Through the systematic deployment of multi-national patents, it has built an internationally competitive intellectual property system, keeping pace with mainstream global R&D advancements. Driven by continuous, stable R&D investment and a robust intellectual property management system, Realtek steadily accumulates core technological capabilities to support the Company's long-term innovation and development in communications networks, computer peripherals, multimedia, and related applications. By the end of 2025, while adhering to its target of sustaining a high level of patent portfolio development, the Group's cumulative number of domestic and international patents filed and granted reached 11,915, achieving steady growth and successfully fulfilling our annual intellectual property development targets. According to the 2025 Top 100 Domestic Corporations by Number of Patents Granted ranking published by the Taiwan Intellectual Property Office (TIPO), Realtek ranked 7th with 286 invention patent applications filed, demonstrating the Company's outstanding performance in R&D output and intellectual property accumulation, as well as its strong commitment to R&D innovation.

Realtek was named a “Top 100 Global Innovator” by Clarivate for the fourth consecutive year in 2025, a recognition of its innovation achievements by international professional assessments. Concurrently, we place great importance on establishing and implementing a sound intellectual property (IP) management system. In 2025, Realtek obtained Class A Certification under Taiwan Intellectual Property Management System (TIPS) and reported the IP management status to the Board of Directors on October 29, 2025. Looking ahead, Realtek will continue to enhance the effectiveness of our IP management and refine operational systems. To further align with global best practices, we have set a target to obtain ISO 56001 certification in 2026. With an even more comprehensive IP management framework, we will fully safeguard our R&D outcomes and intellectual property rights, promote the systematic protection and deployment of innovative technologies, and create enduring value for the Company, its customers, and technology partners, thereby laying a solid foundation for sustainable operations and future growth.



In 2025, the Realtek Group's total R&D expenditure amounted to **NT\$35.125 billion**.



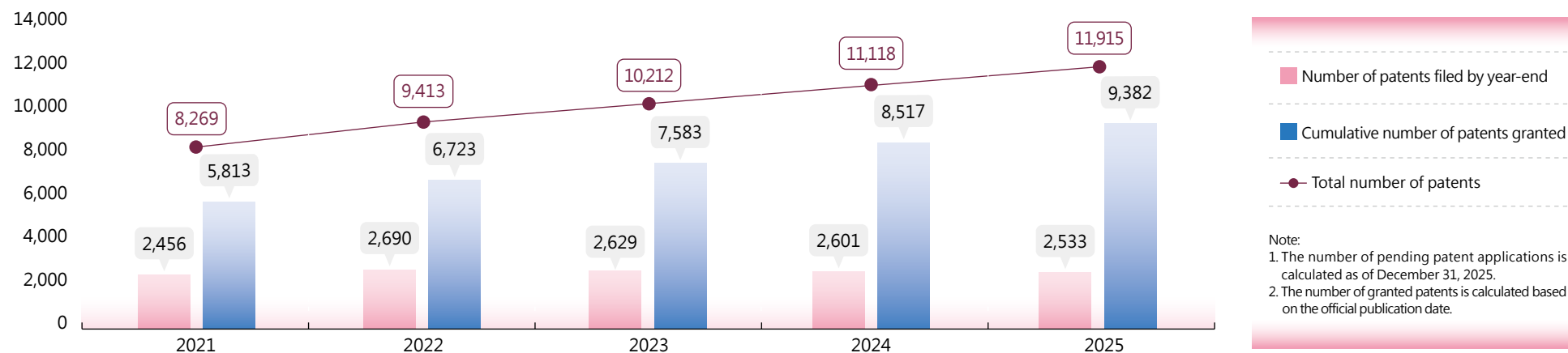
In 2025, Realtek ranked **7th** among domestic corporations for invention patent applications filed.^{Note}

Note: Data source from the Intellectual Property Office, Ministry of Economic Affairs.

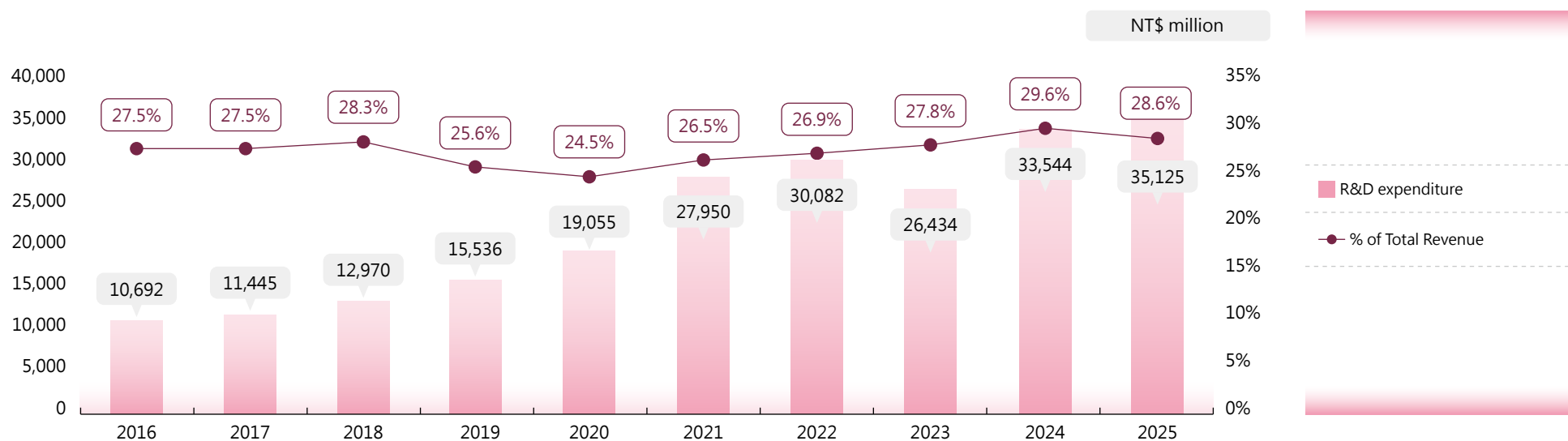


Since its establishment, the Group has accumulated a total of **11,915** global patent applications filed and patents granted as of 2025 since inception.

Realtek Group R&D Patent Portfolio over the Past Five Years



Realtek Group R&D Spending as a Percentage of Revenue by Year



2.3 Innovative Achievements

Innovative Clean Technology Products and Total Solutions

Realtek focuses on the research and design of integrated circuit (IC) products, backed by strong capabilities in manufacturing and system-level expertise. Through highly integrated designs, Realtek provides customers with high-performance, and low-power solutions. Realtek continues to drive product innovation and technology upgrades, incorporating energy efficiency as a key consideration in product design and helping customers implement high-performance, energy-efficient solutions across a wide range of electronic devices. For more information on our 2025 technological development and innovative solutions, please visit the [News section on Realtek's official website](#).

Given that Realtek's IC chips are widely used in various types of end products, we actively enhance our product designs to develop chip solutions with higher performance, greater intelligence, and lower power consumption. We incorporate energy-saving concepts into the design process at the early stages of product development and introduce low-power architecture designs, power management technologies, and high-efficiency data transmission technologies tailored to different usage scenarios to reduce energy consumption of devices during operation and standby states. By continuously launching new generations of products with superior energy efficiency, Realtek is committed to reducing lifecycle power consumption throughout production and product-usage, thereby decreasing greenhouse gas emissions and supporting the global industry low-carbon sustainability development.

In 2025, revenue contributed from Clean Technology Products^{Note} amounted to NT\$78.4 billion (approx. US\$2,492.7 million), representing 63.9% of total revenue and marking an increase of NT\$21.7 billion compared with 2024. Dedicated R&D expenditure for Clean Technology Products reached NT\$26.2 billion (approx. US\$833.4 million), accounting for 74.7% of total R&D spending, an increase of NT\$2.7 billion over 2024. For detailed information on Clean Technology Products, please refer to the Introduction to [Innovative Clean Technology Products in 2025](#). To continuously expand the business footprint of Clean Technology Products, Realtek is actively setting quantitative and time-bound targets to increase, both clean tech revenue and R&D spending allocation to Clean Technology Products year over year. For new product pipelines, we target a minimum 35% reduction in energy consumption per unit compared with previous-generation products, putting environmental stewardship into concrete action while providing superior user experience.

Note: Realtek's Clean Technology Products refer to that either hold international energy-efficiency certifications (such as ENERGY STAR), or demonstrate superior energy efficiency compared to predecessor products under equivalent functional conditions.

Realtek's Clean Technology Product	2025 Result	2026 Goal
Revenue	NT\$78.4 billion (approx. US\$2,492.7 million)	NT\$79.5 billion (approx. US\$2,530.1 million)
R&D Expenditure	NT\$26.2 billion (approx. US\$833.4 million)	NT\$26.6 billion (approx. US\$846.1 million)

· Introduction to Innovative Clean Technology Products in 2025

Solution	Innovative Energy-Saving Products	Key Product Highlights & Environmental Benefits
Communications Network Solutions	2.5GbE Ethernet Switch Solution	Boosted transmission efficiency by 2.5 times compared to traditional 1GbE Switch while reducing energy intensity (mW/Gbps) by approximately 56%. Integrates a high-efficiency architecture, low-power circuits, and 10GbE uplink bandwidth to provide a stable, high-speed, and energy-efficient connectivity for Wi-Fi 6 / Wi-Fi 7 AI applications, helping users effectively reduce energy consumption while upgrading bandwidth.
	10GbE Ethernet Total Solutions	Adopting an industry-leading low-power architecture for the 10Gbps PCIe/USB network interface controller (NIC) chips, overcoming the power-consumption bottleneck of traditional electrical transmission. Delivers a 10x throughput increase while enabling data centers to achieve ultra-high-speed data transfer with a 58% reduction in energy intensity (mW/Gbps).
	Wi-Fi 7 Solution	Designed for laptops, motherboards (M.2 modules), and gaming devices, marking Realtek's official entry into the Wi-Fi 7 (802.11be) era. Compared with the previous Wi-Fi 6 (802.11ax), this product not only increases transmission efficiency by several times, but also reduces energy intensity (mW/Gbps) by 49%.
	Next-Generation Wi-Fi 7/Bluetooth 6.2 Combo Chip Solution	Features "dual Bluetooth" intelligent scheduling mechanism and a low-latency architecture to effectively enhance wireless operating efficiency, enabling next-generation devices to be more energy efficient than existing products. The High Data Throughput (HDT) lossless mode minimizes re-coding power consumption, while Channel Sounding executes positioning at lower power. The overall design significantly reduces the energy burden of wireless transmission for AI PCs and wearable devices, striking the perfect balance among high speed, low latency, and energy efficiency.
PC Solutions	4K Display Controller Solution	Integrates USB-C (DP Alt Mode), MST (Multi-Stream Transport), and multi-image composition into a high-performance, multitasking 4K scaler (RTD2798PM), delivering an energy-efficient solution for high-end 4K professional monitors, Type-C monitors, and industrial displays.
	Edge AI Human Sensing USB Camera Solution	Combines a new imaging engine with low-power edge AI to enhance gesture tracking and human sensing efficiency. The extended sensing ranges and faster response time reduce redundant processing, optimizing power efficiency of USB cameras in smart conferencing, home control, and interactive devices.

Solution	Innovative Energy-Saving Products	Key Product Highlights & Environmental Benefits
Consumer Electronics Solutions	TV Solution	● High-End (4K@120Hz): Introduces an agentic AI ecosystem powered by a built-in multi-core NPU capable of handling picture quality enhancement and Local Large Language Models (Local LLM), while reducing power intensity by 42%. ● Mid-range (2K/4K @60Hz): Achieves a 36% energy intensity reduction compared to the previous generation product Mac7.
	Android 4K Set-Top Box and Smart Cockpit SoC Solutions	Leverages AI super-resolution technology in next generation 4K OTT and smart cockpit SoCs to enhance image quality while reducing external memory usage and the power consumption of additional algorithm processing. The efficient architecture powers multi-screen display and built-in AI computing support long-duration, low-power operations in-vehicle scenarios along with rich I/O expansion and high-performance video processing.
	IoT Wi-Fi Home Theater and Ultra-Low Power Audio Solution	Replace traditional cabling and high-power amplifiers with a high-efficiency 5 GHz wireless audio link to reduce overall system energy consumption. Enables 48 kHz/24-bit, 5.1-channel transmission with latency below 20 ms, while its USB plug-and-play design eliminates extra power overhead, making it an energy-efficient option for upgrading home theater systems.
	IoT Full-Color Low-Light Ultra-Low-Power Multimodal AI SoC	Integrates a multi-core CPU, dual AI NPUs, an AI ISP, and Wi-Fi 6/BLE connectivity into a power-optimized multimodal AI SoC. Its low-light full-color image processing eliminates external fill-light requirements, while high-efficiency wireless transmission lowers the energy consumption associated with retransmissions, enabling a 60% reduction in system power consumption. Industrial-grade reliability and a PSA Level 2 security architecture further ensure that devices maintain low-power stability even during prolonged operation.
Automotive Solution	Automotive Ethernet Solution	Meets stringent automotive network requirements for high reliability, low latency, and low power consumption with the next-generation Automotive 100BASE-T1 Ethernet PHY (RTL9000BE), further reducing energy intensity by 55% compared with the previous generation.

2025 Product Highlights

From Paperless Operations to Low-Carbon Management: Electronic Shelf Labels (ESL) Redefining Smart Retail

As the global retail industry moves toward digitalization, real-time responsiveness, and low-carbon management, traditional paper-based price labeling is gradually being replaced by more efficient and sustainable solutions. Electronic Shelf Labels (ESL) enable real-time updates of product information, reduce manual work and the risk of errors, and at the same time decrease paper consumption and associated carbon emissions. Positioning ESLs as a foundational catalyst for paperless operations and resource efficiency in modern retail environments. According to industry data disclosed in 2022, assuming four daily price updates, traditional paper labors generate 32,000 times more CO₂ emission than e-paper labels ^{Note}, underscoring the significant carbon-reduction benefits of e-paper technology. Driven by this transition, Realtek continues to focus its R&D efforts on low power consumption, stable connectivity, and high integration in developing smart ESL-related solutions, helping retailers elevate operational efficiency while reducing energy use and maintenance burdens, gradually building an eco-efficient smart retail environment.

For endpoint-tag applications, Realtek has launched the new generation RTL8752H series low-power BLE SoCs, optimized for the long operating hours required by ESLs. This helps extend device longevity, reduce maintenance needs, and lower resource consumption. Concurrently, Realtek is planning to introduce the next-generation ultra-low-power ESL solution, RTL8762J, tailored for future higher density device deployments and high-frequency real-time interactive displays in future retail environments. At the system management and back-end connectivity levels, Realtek's RTL8772GWP can be further integrated with Realtek's Wi-Fi/Ethernet chipsets to serve as the key connectivity core for ESL gateways. This facilitates the integration of communications across diverse devices, reduces system deployment and energy costs, and enhances the operational efficiency of overall smart retail architectures.

By deploying low-power technology that spans from individual tag devices to the overall communication architecture, Realtek leverages technological innovation to support the retail industry's transition toward paperless, digital, and low-carbon operations. Realtek helps the industry embed resource conservation and sustainable development into daily operations, creating a resilient, sustainable, and high-value "new normal" for smart retail.

Note: Source: E Ink Holdings Inc. press release "E Ink Is Awarded the World's First ePaper Module Carbon Footprint Verification," issued on August 23, 2022.

2.4 Professional Exchange

Engagement with External Organizations

Realtek actively participates in global professional organizations and industrial alliances. Through technical exchange and cross-sector collaboration, the company cultivates multilateral relationships, shares professional experience and market insights, enhancing corporate competitiveness, innovation, and industry visibility. Concurrently, Realtek contributes its robust R&D capabilities and technical leadership to help international standards bodies to develop technical standards and specifications, in relevant fields, reinforcing our influence across the semiconductor value chain. Realtek is a member of the following external professional organizations:

· Domestic Organizations

Organization	
National Taiwan University SoC Center	Institute for Biotechnology and Medicine Industry
Tze-Chiang Foundation of Science & Technology (TCFST)	National Cheng Kung University Innovation Headquarters
Taipei Computer Association	Market Intelligence & Consulting Institute (MIC)
NTHU IC Design Technology Center	Topology Research Institute (TRI)
Taiwan IC Industry & Academia Research Alliance (TIARA)	DIGITIMES Inc.
Taiwan Semiconductor Industry Association (TSIA)	Photonics Industry & Technology Development Association (PIDA)

· Foreign Organizations

Organization	
Citrix	Peripheral Component Interconnect Special Interest Group, PCI SIG
CompactFlash Membership	SD Association General
Distributed Management Task Force, DMTF	Serial ATA International Organization, SATA-IO
HDMI Forum	Shanghai E-Paper Industry Alliance
High-bandwidth Digital Content Protection, HDCP	Sony Memory Stick License
Institute of Electrical and Electronics Engineers, IEEE	InfiniBand Trade Association, IBTA
JEDEC Solid State Technology Association, JEDEC	UHD Alliance Contributor University of New Hampshire InterOperability Laboratory, UNH-IOL
Linux Foundation	Ultra Ethernet Consortium
Microsoft Developer Network, MSDN	USB Implementers Forum, USB-IF
Mobile Industry Processor Interface Alliance	Valued Camera eXperience Forum, VCX Forum
NVM express, NVMe	Video Electronics Standards Association, VESA
Open Compute Project	Wi-Fi Alliance Contributor
PC/SC Work group	

Meetings of International Standard Setting Organizations

Participation in the Formulation of International Technical Standards and Specifications

Realtek constantly participates in and promotes setting of international technical standards, which enables the Company to anticipate market shift and technical trends. Through collaboration, technical exchanges, and consensus-building with industry experts, Realtek ensures its technologies align with and drive international standards, continuously elevating our R&D capabilities.

- Participate in international exhibitions and product evaluation conferences to increase the visibility of new products, showcasing our innovative technologies and R&D achievement externally.
- Participate and contribute to technical standard setting, such as workshops and activities organized by the Institute of Electrical and Electronics Engineers (IEEE). This involvement grants early access to market intelligence and emerging technical specifications, empowering Realtek to optimize product development cycles and capture critical Time-to-Market advantages.
- Actively contribute to specification discussions and proposals in the USB4 Group of USB-IF, Wi-Fi product certification standards and technical development meetings hosted by Wi-Fi Alliance, and technical development conferences organized by the Bluetooth Special Interest Group (Bluetooth-SIG). These contributions position Realtek's products as the interoperability benchmarks across the industry ecosystem.
- Regularly hold product launch events and technical seminars tailored to regional market demands, or establish direct relationships with brand owners to co-develop the design architectures – fostering long-term strategic alliances and deepening customer engagement.

International Exchange

Realtek continuously participates in global technical conferences and events to showcase its latest R&D achievements and innovative solutions to the world, thereby enhancing the visibility of new products. By integrating global technology roadmaps and insights, Realtek consistently strengthens its product competitiveness and contributes to the advancement of global technology. In 2025, Realtek participated in at least 17 domestic and international conferences and product demonstrations, infusing forward-thinking engineering perspectives into its core innovation pipeline. Through cross-disciplinary knowledge sharing and in-depth technical dialogue, the company focused on intelligent, low-power, and high-performance IC design. Additionally, by engaging in the specification-setting processes of international standards bodies and collaborating with global industry experts, Realtek accelerates the commercialization and real-world implementation of AI, IoT, and high-speed transmission technologies.

Industry-Academia Collaboration Research Plan

In 2025, Realtek further deepened its strategic collaboration with leading domestic and international academic research institutions, leveraging industry-academia synergy to strengthen R&D capabilities and the cultivate key talent. Through the year, the Company invested NT\$46.96 million in R&D funding to execute 53 industry-academia collaborative research projects. These projects focused on cutting-edge technologies and cross-disciplinary applications, continuously enhancing the Company's R&D depth and laying a solid foundation for its long-term technology roadmap.

Since 2023, Realtek and National Yang Ming Chiao Tung University (NYCU) have operated the "Realtek-NYCU Innovation Research Center," combining NYCU's strong capabilities in academic research and technological innovation with Realtek's decades of deep domain expertise in communications networking and multimedia. The Center focuses on advanced technology research and cross-disciplinary application development. As of 2025, Realtek and NYCU have jointly published 156 international conference papers, including 23 papers at ISSCC (International Solid-State Circuits Conference), and 122 papers in international journals. These substantial research achievements not only deepen Realtek's R&D capabilities in key technologies, cultivate globally competitive engineering talent, and bolster our leading technological position in the global market. Concurrently, the collaboration elevates NYCU's academic competitiveness in semiconductors and related technological fields, while providing students with early industry exposure, hands-on experience in advanced technology development, and real-world problem-solving experience.

Realtek believes that the knowledge exchange and hands-on platforms forged through industry-academia cooperation are vital to cultivating next-generation semiconductor talent equipped with visionary perspectives and real-world capabilities, while seamlessly bridging academic research outcomes with commercial applications. Looking ahead, Realtek will continue to maintain industry-academia cooperation as a core strategic pillar, harnessing academic innovation to drive technological breakthroughs and create long-term positive impacts on industrial sustainable development and talent cultivation.

13 Academic/ Research Institutes	Collaborated on 53 research and development projects (A summary of some projects is shown in the table on the right)
- National Taiwan University - National Yang Ming Chiao Tung University - National Tsing Hua University - National Cheng Kung University - National Taiwan Normal University - National Taiwan University of Science and Technology - Chang Gung University - National Institutes of Applied Research - Interuniversity Microelectronics Centre (Imec, Belgium) - University of Twente (Netherlands) - Nanyang Technological University (Singapore) - Washington State University (USA) - University of Maryland, College Park (USA)	- Artificial Intelligence/Deep and Reinforcement Learning: Audio and Video Signal Processing, Cooperative Communication Optimal Mode Selection Mechanisms, Indoor Pose Tracking, Edge-to-Cloud Information Processing, and Multi-Parameter Rapid Optimization Models - Analog Integrated Circuit Design: Multi-Level Pulse-Amplitude Modulation (PAM) Receivers, All-Digital Phase-Locked Loop (ADPLL) Circuits, High-Frequency Microwave Low-Power Circuits, High-Speed & High-Resolution Analog-to-Digital Converters (ADCs), High-Performance Audio Amplifiers, High-Speed Serial Communication Interfaces, and Biomedical Sensing Circuits - Digital IC Design: Pre-Distortion (DPD) Compensation Technology - Component Design: Microwave Components and Circuit Design - Packaging Design: Fan-Out Panel-Level Packaging (FOPLP) Multi-Chip, Microwave Antenna-in-Package (AiP) Optimization - Multicore Computing Architecture and AI Compiler Optimization: Performance analysis and Optimization of Multicore Computing Architecture Models - AI Applications for Intelligent Speech and Human-Factor Sensing: Speech Assistant Technologies based on Speech Recognition, and Wi-Fi Channel State Information (CSI) Based Crowded Density & Flow Detection Systems - Lightweight AI Foundation Models and System Modeling Technologies - AIoT Platforms and Edge Computing Applications - Signal Integrity (SI), Power Integrity (PI), and Electromagnetic Interference Integrity (EMI) Design
Investment in Research Funds	
NT\$46.96 million	

CH3

Green Operations

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Corresponding SDGs



Material Issues

Climate Change Management, Energy and Emissions

Accomplishments at a Glance

- Completed **group-wide** GHG inventory based on the GHG Protocol
- Achieved a **100% recycling rate** for hazardous industrial waste
- Conducted **first** TNFD-aligned identification of nature-related dependencies and impacts
- Reached an **8.52%** water saving rate
- Generated **154.8 MWh** from the solar power system, reducing carbon emissions by **734 tCO₂e**
- Implemented ISO 50001 Energy Management System at **Realtek Offices 1, 2, and 3**



Management Policy

Climate Strategy

Material Sustainable Issues

Climate Change Management

Energy and Emissions

Negative Impact

- In 2025, Realtek experienced no actual material adverse impacts resulting from climate change, energy consumption, or greenhouse gas (GHG) emissions.
- Failure to prioritize climate risks and implement proactive energy and GHG management would undermine Realtek's commitment to environmental stewardship. Furthermore, it would result in non-compliance with regulatory frameworks issued by the Financial Supervisory Commission (including *Corporate Governance 3.0-Sustainable Development Blueprint*, *Sustainable Development Roadmap for Listed Companies*, *Sustainable Development Action Plan for Listed Companies (2023)*, and *Roadmap for Taiwan Listed Companies to Align with IFRS Sustainability Disclosure Standards*). Such inaction could fail to meet customer and stakeholder expectations, thereby adversely affecting the Company's reputation and customers' willingness for long-term collaboration. In the long term, the Company would inevitably face increased operational costs driven by climate-related impacts, such as rising energy prices, raw material shortages, and extreme weather events.

Positive Impact

- The Company continues to invest in cleantech product R&D and design, increase the proportion of renewable energy use, set carbon reduction targets aligned with the Science Based Targets initiative (SBTi), and implement the ISO 50001 energy management system. These efforts enhance equipment energy efficiency and reduce the Company's GHG emissions, thereby mitigating the impacts of global warming and climate change. While successfully meeting stakeholder expectations and regulatory requirements, the Company simultaneously creates new collaboration opportunities with customers, and encourages supply chain partners to jointly prioritize climate change issues.

Policy / Commitment

Environmental Policy, Energy Policy

- Reduce Scope 1 and Scope 2 GHG emissions by 42% by 2030.^{Note}
- Achieve 50% group-wide renewable energy usage by 2030.
- Make a voluntary commitment to use 100% group-wide renewable energy and achieve net-zero emissions by 2050.

Note: Scope 1 and 2 greenhouse gas (GHG) emissions will be reduced by 42% compared to the 2025 base year, aligning with SBTi near-term targets.

Management Responsibility/ Evaluation Mechanism

Facility Department, Supply Management Center, and Information Technology Division

- Facility Department holds bi-weekly energy conservation meetings to track the progress of energy-saving initiatives. Additionally, the department reports monthly to the President on the implementation of energy management and GHG inventories, and presents the annual performance results to the Board of Directors. An annual management review meeting is held in accordance with the ISO 50001 Energy Management System to verify energy performance.

Communication/ Complaint Channels

- Please refer to [Stakeholder Engagement](#) and [CH3: Green Operations](#) for detailed information.

Strategy/Goal

Short-term (1 year)

- Achieve a total installed solar power generation capacity of 1,645 kW at operational sites in Taiwan by 2026
- Increase the group-wide renewable energy share to 25% by 2026
- Achieve an annual electricity savings rate of over 6%
- Reduce per capita water withdrawal by 1% compared to the previous year
- Achieve a facility water conservation rate of no lower than 6%
- Ensure the recycling rate of scrap ICs and wafers is at least 90%
- Limit general industrial waste intensity at no more than 27 kg per NT\$100 million in revenue
- Obtain the Science Based Targets initiative (SBTi) target validation

Medium- to long-term (2-10 years)

- Achieve a 50% group-wide renewable energy share by 2030
- Reduce Scope 1 and Scope 2 GHG emissions by 42% by 2030 ^{Note}
- Meet annual carbon reduction targets in accordance with SBTi requirements
- Continue implementing renewable energy generation projects
- Continue to expand green electricity procurement
- Continue to monitor and manage carbon emissions by reviewing and implementing measures across six major energy conservation directions

Note: Scope 1 and Scope 2 greenhouse gas (GHG) emissions will be reduced by 42% compared to the 2025 base year

Sustainability Contribution in 2025

- Reached a total solar installed capacity of 1,549 kW at the operational sites in Taiwan, successfully achieving the installation target
- Achieved a cumulative electricity savings rate of 22.2%
- Achieved a water conservation rate of 8.52%
- Achieved a 100% recycling rate for scrap IC and wafers
- Invested over NT\$200 million in clean technology for corporate operations

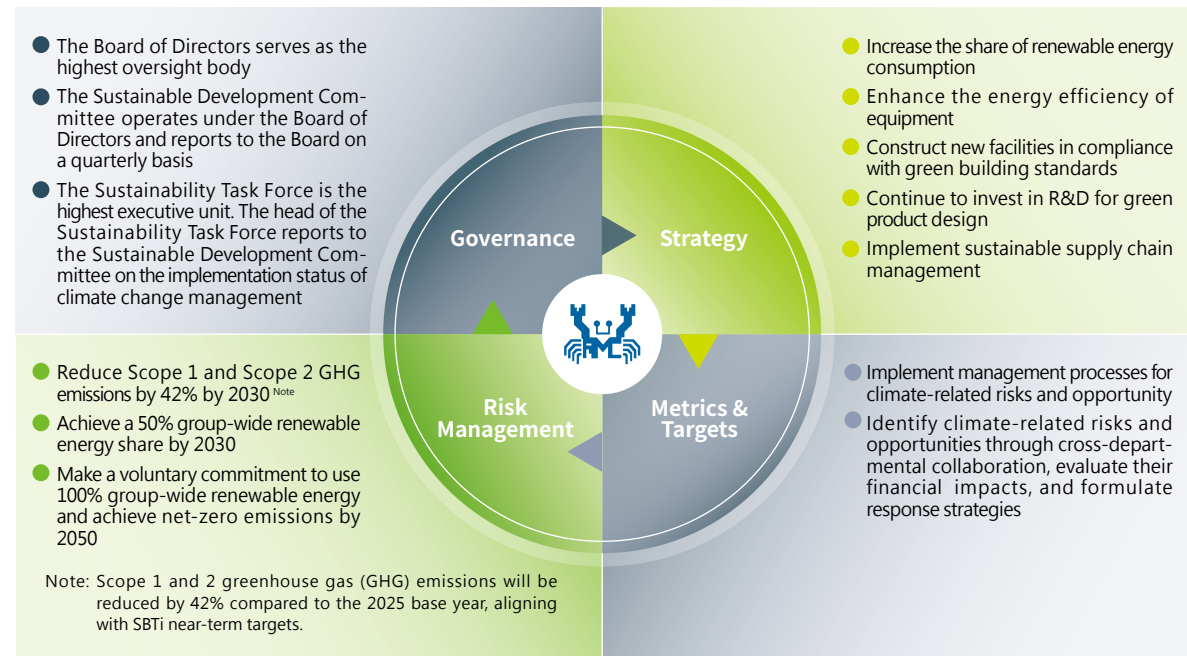
Realtek Environmental Policy



- 01 Follow and realize the environmental protection regulations and other relevant rules
- 02 Promote resource saving and recycling to decrease the overuse and enhance effective usage
- 03 Stress on pollution prevention to reduce industrial waste
- 04 Make staff aware that it's their responsibility to protect the environment
- 05 Determined to accomplish steady improvement and prevent ecological destruction

3.1 Climate Change Actions

Since 2020, Realtek has aligned its disclosures with the *Task Force on Climate-related Financial Disclosures* (TCFD) framework, assessing climate-related risks and opportunities based on four core elements: Governance, Strategy, Risk Management, and Metrics and Targets. In 2025, in preparation for the *International Financial Reporting Standards* (IFRS) S1 *General Requirements for Disclosure of Sustainability-related Financial Information* and S2 *Climate-related Disclosures*, Realtek established a cross-departmental Sustainability Task Force. In accordance with industry trends, regulatory changes, and business growth, this group reviews the likelihood and impact matrices of climate-related issues. Through climate scenario analysis, the Company quantifies the financial impacts of its primary climate-related risks and opportunities, subsequently formulating corresponding goals and response strategies. Additionally, on January 9, 2025, Realtek's commitment submission to the Science Based Targets initiative (SBTi) was officially approved. The Company has since begun to develop emissions reduction targets in accordance with SBTi criteria.

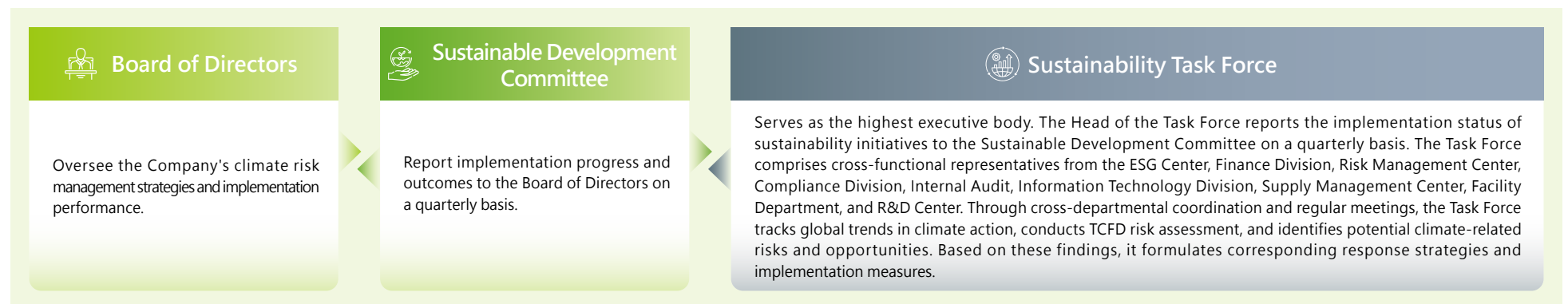


Governance

Realtek consistently monitors and tracks international trends, customer needs, and government-issued climate-related information. To effectively manage the potential operational impacts of climate change and sustainable supply chain issues, the Sustainability Task Force convenes regular cross-departmental meetings to discuss critical climate-related topics. In addition, it continuously reviews, evaluates, and optimizes Realtek's climate and sustainability governance policies. The Board of Directors serves as the highest supervisory and decision-making authority for Realtek's climate governance. A Board-level Sustainable Development Committee has been established to report to the Board on a quarterly basis. The Sustainability Task Force acts as the highest executive body, with its Head reporting the status of sustainability implementation to the Sustainable Development Committee every quarter. Comprising cross-functional representatives, the Sustainability Task Force leverages interdepartmental coordination and regular meetings to track global trends in climate action and execute TCFD risk assessment processes. All information regarding climate-related events and their identification results is fully disclosed in this ESG Report. Upon its completion, the report is submitted to the President for review and subsequently to the Board for approval prior to public release. This ensures that the Company's strategies for addressing climate change challenges are continuously refined and backed by the highest governance level.

In accordance with the global warming scenarios provided by the UN Intergovernmental Panel on Climate Change (IPCC), Realtek identifies climate-related transition risks and physical risks driven by extreme weather events, and quantifies their potential financial impacts. The Company then formulates corresponding adaptation and mitigation strategies to ensure dynamic monitoring and the effective execution of all initiatives. In addition, the responsible units convene weekly energy conservation meetings to track progress and submit monthly reports to senior management regarding energy and greenhouse gas (GHG) inventory initiatives. On a quarterly basis, the implementation status and verification schedules of the GHG inventory are reported to the Board. Other climate-related action plans, such as the progress of carbon reduction initiatives, renewable energy installations or green power procurement, are reported to the Board in the fourth quarter of each year. This structured reporting mechanism ensures effective communication and robust governance across all organizational levels of the Company. Realtek has also long integrated environmental awareness and education into its new employee orientation programs. To further deepen environmental management awareness, starting in 2026, annual environmental training courses will be mandated for all employees, including contracted personnel. These courses will cover topics such as climate change management, environmental policies, energy conservation measures, and water resource management, thereby comprehensively elevating environmental protection awareness of the entire workforce.

· Climate Change Governance Framework



Strategy

Realtek regularly discusses and evaluates climate-related issues in the Sustainable Development Committee meetings. With reference to the “Shared Socio-Economic Pathways (SSP)” methodology proposed in the Sixth Assessment Report (AR6) by the UN’s Intergovernmental Panel on Climate Change (IPCC), the Company conducts scenario analyses under three climate scenarios: SSP1-1.9^{Note 1}, SSP2-4.5^{Note 2}, and SSP5-8.5^{Note 3}. Based on the results of the climate scenario analysis, Realtek selects SSP1-1.9 to evaluate the impact of climate change on its overall operations under the ideal scenario where temperature rise is limited to 1.5° C. The Company clarifies existing measures, response options, as well as the form, feasibility and sources of obtaining quantified financial impact data, to compile the climate-related risks and opportunities that may affect Realtek. Furthermore, in accordance with the TCFD framework, the Company identifies climate-related transition risks, physical risks, and opportunities, and analyzes issues related to Realtek’s operations. The potential impacts, opportunities, financial impacts and response strategies for climate-related transition risks (regulatory requirements, changes in market preferences) and physical risks (supply disruptions, increased severity of extreme climate events, rising average temperatures, changes in rainfall patterns and climate patterns, rising sea levels) are summarized in the table below. The main operational sites covered by these response measures include Office 1, Office 2, and Office 3 in the Hsinchu Science Park, as well as the offices in Taipei and Tainan.

Note:

1. Equivalent to a scenario where the temperature increase is limited to below 1.5° C.
2. Equivalent to a scenario where the temperature increase is limited to below 2° C.
3. Equivalent to scenarios with a temperature increase exceeding 1.8° C and 3.4° C.

Climate-Related Risks and Opportunities		Climate Related Events	Impact Timeframe	Potential Financial Impact	Response Strategies
Transition Risk	Policies and Legal	Increase in greenhouse gas emissions pricing	Short-term	Governments around the world are introducing carbon pricing mechanisms (including cap-and-trade systems, tariffs or domestic taxes) to mandate corporate decarbonization. To comply with these regulations, companies must allocate additional resources, leading to higher costs. Although the Company is not currently subject to direct carbon fee payments, these regulations impose indirect financial impacts, including affecting raw material costs, increasing customer compliance pressures, and influencing overall competitiveness. As suppliers are required to purchase carbon credits in carbon markets or pay carbon fees to offset their emissions, the rising price per ton of carbon will ultimately be passed through the supply chain, thereby increasing the Company’s operating costs.	● Conduct short-term (2026) and medium- to long-term (2030) scenario analyses to estimate Taiwan’s carbon fee pricing ● Expand the assessment scope to include all operational sites within the Group in the future
		Emerging regulations related to renewable energy	Short-term	In response to renewable energy regulations, the Company’s expenditures on equipment, technology, and personnel will lead to increased operation and maintenance costs. Conversely, failure to comply may expose the Company to non-compliance risks, fines, or other penalties.	● Expanded the scope of the ISO 50001 Energy Management System to include Realtek Office 3 in 2025 ● Installed rooftop solar power generation systems at Realtek Headquarters, with a total capacity of 1,549 kW. In 2025, it generated 1.548 million kWh of electricity, equivalent to a carbon reduction of 734 tCO₂e ● Procured an additional 938,000 kWh of renewable energy in 2025 in alignment with mid- to long-term carbon reduction targets and future expansion needs, bringing the group-wide renewable energy share to 10%
		Strengthening emissions disclosure obligations	Short-term	The increasingly stringent requirements for carbon emissions reporting and sustainability disclosures may require the Company to increase its workforce and departmental structures, thereby raising operating costs. Non-compliance with emerging regulations could expose the Company to legal risks and fines. Furthermore, stricter standards may necessitate the redesign or optimization of products and services, posing a potential operational risk to Realtek.	● Comply with the disclosure regulations of the <i>Sustainable Development Action Plans for TWSE and TPEx Listed Companies</i> by adopting IFRS Sustainability Disclosure Standards ● Actively cooperate with the Financial Supervisory Commission (FSC) to strengthen corporate governance practices ● Disclose relevant sustainability information in the ESG Report in accordance with SASB standards

3.1 Climate Change Actions

3.2 GHG Management

3.3 Energy Management

3.4 Water Resource Management

3.5 Waste Management

3.6 Biodiversity Conservation

Climate-Related Risks and Opportunities		Climate Related Events	Impact Timeframe	Potential Financial Impact	Response Strategies
Transition Risk	Market	Changes in customer behavior	Mid-term	Changes in customer preferences for products and services may alter their procurement policies. If the Company is unable to meet these shifting preferences, it may lose market share and orders, resulting in a revenue decline. In addition, increasing market demand for green products will drive up research and development costs.	- Continuously optimize green product design (reduce power consumption and chip area) - Improve product performance
		Rising raw material and energy costs	Mid-term	Climate change impacts may drive up raw material costs (including procurement and transportation) and electricity prices, leading to increased operating costs for the Company.	Implement energy storage equipment to reduce peak shaving and valley filling to smooth the power load curve, alleviate peak electricity demand, and expand energy-saving measures
	Technology	Costs of low-carbon technology transition	Mid-term	Driven by global government policies mandating low-carbon transitions or evolving customer demands, the Company may need to upgrade to energy-efficient equipment, resulting in additional capital expenditures for low-carbon technologies and increased R&D resource allocation.	- Expanded the scope of the ISO 50001 Energy Management System to include the Realtek Office 3 in 2025 - Continuously optimize green product design (reduce power consumption and chip area) - Improve product performance
	Reputation	Shifts in Market Preferences	Mid-term	Customers and investors are placing increasing importance on sustainable products and services. If the Company fails to meet these expectations, it faces risks of customer attrition, declining competitiveness, and reduced investment.	- Optimize green product design and improve product performance - Comply with the <i>Roadmap for Taiwan Listed Companies to Align with IFRS Sustainability Disclosure Standards</i> by adopting IFRS Sustainability Disclosure Standards - Actively cooperate with the Financial Supervisory Commission (FSC) to strengthen corporate governance practices - Disclose relevant sustainability information in the ESG Report in accordance with SASB standards
Physical Risk	Acute	Extreme climate events such as typhoons, wildfires, and blizzards	Short-term	Extreme climate events may cause work stoppages, production halts or material shortages, or equipment damage, leading to operational disruptions within the Company or its supply chain and resulting in revenue losses.	- Actively implement sustainable supply chain management and establish a dual-sourcing mechanism to prevent production interruptions or supply shortages - Strengthen Business Continuity Management (BCM) - Purchase relevant disaster insurance - Establish emergency response procedures and install additional disaster prevention equipment to minimize the probability of operational disruptions and potential losses

3.1 Climate Change Actions

3.2 GHG Management

3.3 Energy Management

3.4 Water Resource Management

3.5 Waste Management

3.6 Biodiversity Conservation

Climate-Related Risks and Opportunities	Climate Related Events	Impact Timeframe	Potential Financial Impact	Response Strategies
Physical Risk	Chronic	Rising Average Temperature	Long-term	Rising average temperatures increase the energy consumption of cooling equipment and pose risks such as heat-induced equipment damage or employee heatstroke. These factors can adversely affect the Company's operations and increase operating costs. ● Implemented the ISO 50001 Energy Management System and an energy monitoring system in 2023 to accurately track energy consumption, and expanded the management scope expanded to Realtek Hsinchu Office 3 in 2025 ● Replace the outdated chillers with high-efficiency equipment ● Expand new facilities in accordance with green building standards
		Changes in rainfall (water) patterns and climate patterns	Long-term	Extreme shifts in rainfall and climate patterns can cause droughts and water shortages, increasing the risk of unstable water supply for the Company. This can disrupt business operations and drive up operating costs. ● Adjust operational water usage and strengthen water-saving measures based on water tracking and facility water monitoring ● Install additional equipment for the recovery of rainwater, condensate, and RO (Reverse Osmosis) reject water ● Raise water conservation awareness among all employees through announcements and concrete actions
Climate Opportunity	Energy Sources	Use of low-carbon energy	Mid-term	Installing renewable energy facilities or procuring renewable energy, reduces the Company's overall carbon emissions, lowering carbon-related expenses and mitigating the risk of future fossil fuel price volatility. While initial equipment investments will increase short term capital expenditures, this strategy will effectively reduce long-term operating costs. ● Set renewable energy targets ● Introduce renewable energy at the Headquarters ● Procure renewable energy for subsidiaries
	Products and Services	Develop and/or increase low-carbon products and services	Mid-term	Developing low-carbon products enhances the Company's competitiveness, satisfies customer and market demands, and drives revenue growth. ● Implement Clean Technology Products design (reduce power consumption and chip area) ● Actively promote sustainable supply chain management
	Resource Efficiency	Transition to higher-efficiency buildings	Mid-term	Enhancing the energy efficiency of existing and new buildings helps mitigate the risks of rising electricity prices, reduces carbon-related expenses, and lowers overall operating costs. ● Implement energy-saving and carbon-reduction projects at facility sites ● Adopt green building designs ● Maintain ISO 50001 Energy Management System certification

The Financial Impact of Climate Change Risk Management

To support the global goal of limiting global warming to 1.5 °C, Realtek has formulated and implemented a series of strategic objectives based on the scenario analysis of climate-related risks and opportunities. These strategies include promoting energy saving measures, installing solar power generation facilities, implementing sustainable supply chain management, adopting energy management systems, and planning facility expansions in accordance with green building standards. The Company further evaluated the potential financial impacts of these strategies. The assessment encompassed increased air-conditioning expenses, transition costs for upstream suppliers, capital expenditures for solar facilities and green buildings, as well as operational expenses for sustainability management and communication.

Through quantitative assessment of the potential increases in expenses and management costs driven by various climate-related issues across the short, medium, and long term, the potential financial impacts were determined to be less than 1% of net revenue. In 2025, Realtek initiated an implementation plan adopting science-based assessment methodologies to deepen existing climate risk management mechanisms, further quantify related financial impacts, and enhance the maturity of climate-related disclosures. In alignment with the *Roadmap for Taiwan Listed Companies to Align with IFRS Sustainability Disclosure Standards* issued by the Financial Supervisory Commission (FSC), Realtek is categorized as a Phase II entity (paid-in capital of NT\$5 billion to NT\$10 billion). Consequently, the Company expects to disclose its 2027 sustainability information in 2028, prepared in accordance with the IFRS Sustainability Disclosure Standards. This information will be integrated into a dedicated sustainability chapter within the annual report, at which time the related quantified financial impacts will be disclosed.

In its 2025 assessment of climate-related risks and opportunities, Realtek defined the short-term timeframe as 2026, medium-term timeframe as 2027 to 2029 and the long-term as 2030 to 2035. Biennially, based on the 1.5°C global warming scenario proposed by the IPCC Sixth Assessment Report (AR6), the Company evaluates the correlation between its business development strategies and climate-related issues. This process identifies the potential impact and likelihood of occurrence for climate-related risks and opportunities on operations. Realtek then reviews its climate risk and opportunity matrix to formulate corresponding response strategies.

The Board of Directors serves as the highest governance body overseeing both Realtek's climate-related risk management and its overall risk management systems. Considering that these two systems are currently operated by distinct units, and in response to the *Roadmap for Taiwan Listed Companies to Align with IFRS Sustainability Disclosure Standards* issued by the Financial Supervisory Commission (FSC), Realtek has initiated an IFRS adoption project and is progressively planning mechanisms for risk integration. Moving forward, the Company will establish cross-functional communication workflows; when the Sustainability Task Force identifies climate risks with significant financial impacts, the assessment results will be incorporated into the overall risk management framework. Furthermore, in alignment with the IFRS Sustainability Disclosure Standards, Realtek will conduct annual disclosures on governance, strategy, risk management, and metrics and targets for material sustainability- and climate-related risks and opportunities that may affect the Company's outlook.

Climate-Related Risk Identification and Management Procedure



Climate-Related Risk and Opportunity Matrix



Metrics and Targets

Within the Company's corporate sustainability strategy, addressing climate change is a critical priority. Realtek continuously monitors and identifies the potential impacts and risks that climate change may pose to its operations, formulating corresponding management policies and response plans. To mitigate environmental impacts and proactively respond to international sustainability initiatives, Realtek has committed to the major goal of achieving net-zero carbon emissions by 2050. This target aligns with the *Net-Zero Pathway White Paper* published by the Taiwan Semiconductor Industry Association (TSIA), of which Realtek is a member. Furthermore, the Company has set ambitious renewable energy targets, planning for the entire Group to reach a 50% renewable energy by 2030, and making a voluntary commitment to achieve a 100% renewable energy by 2050. While continuing to develop low-carbon products, Realtek plans to enhance investments in clean technology for its operations. The Company is gradually reducing carbon emissions through the following actions: optimizing operational processes and equipment automation, constructing and certifying green office buildings, increasing the proportion of alternative energy, strengthening waste management and pollution prevention, enhancing water resource sustainability, and implementing emission reduction target management across its supply chain.

2026 Goals	Achieve a 25% group-wide renewable energy
2030 Goals	- Achieve a 42% absolute reduction in Scope 1 and Scope 2 GHG emissions^{Note} - Achieve a 50% group-wide renewable energy - Diversify renewable energy sources - Further invest a minimum of NT\$550 million in clean technologies for corporate operations
2050 Voluntary Commitment	- Achieve group-wide net-zero emissions - Achieve a 100% group-wide renewable energy

Note: Scope 1 and 2 greenhouse gas (GHG) emissions will be reduced by 42% against the 2025 base year, aligning with the Science Based Targets initiative (SBTi) near-term targets.

3.2 GHG Management

Base Year Update

Greenhouse gas (GHG) emissions are the primary driver of climate change. Realtek initiated voluntary GHG inventories and management at its Hsinchu operational sites in 2019. Given the expansion of the 2025 GHG inventory boundary to include Biomedical Office 1 as well as the offices in Germany and India, which resulted in an increased inventory scope and higher emissions, the Company has designated 2025 as its new base year. This will also serve as the base year for its SBTi target submission. In compliance with the requirements of the Financial Supervisory Commission (FSC) and the Science Based Targets initiative (SBTi), the 2025 GHG inventory was conducted in accordance with the GHG Protocol standards and obtained third-party verification. The inventory boundary covered 19 group-wide operational sites (6 in Taiwan and 13 overseas), ensuring comprehensive accounting of Scope 1, 2, and 3 emissions. Scope 3 encompasses processes such as upstream wafer manufacturing and backend packaging and testing. By integrating product sales-related information with the Enterprise Resource Planning (ERP) system, Realtek automates the generation of GHG emission activity data.

GHG Emissions

In 2025, Realtek's total greenhouse gas emissions amounted to 21,942,238.9512 tCO₂e. Direct Emissions (Scope 1, Category 1) accounted for 3,829.5346 tCO₂e, or 0.02% of the total. These emissions originated from stationary sources (diesel for emergency generators), mobile sources (gasoline for company vehicles), and fugitive sources (refrigerants, septic tanks, and fire extinguishers). As Realtek has no manufacturing processes, there were no process emissions. Energy indirect emissions (Scope 2, Category 2) totaled 31,511.0578 tCO₂e, derived primarily from purchased electricity, accounting for 0.14% of total emissions. Other indirect emissions (Scope 3, Categories 3, 4 and 5) amounted to 21,906,898.3589 tCO₂e, representing 99.84% of the total. Within Scope 3 emissions, Category 11 (ISO Category 5.1: Use of Sold Products) is a critical emission source for the IC design industry and the largest source within Realtek's overall inventory. The Company will continue to refine its IC designs, advancing toward next-generation products with smaller form factors and lower power consumption to meet the SBTi requirements for Scope 3 emission reductions.

Realtek Group GHG Emissions for the Past Two Years

Unit: tCO₂e

Year	2024				2025			
Locations	Domestic	Overseas	Total	Proportion	Domestic	Overseas	Total	Proportion
Scope 1 (Category 1)	655	707	1,362	0.19%	3,150	679	3,829	0.02%
Scope 2 (Category 2)	25,149	4,897	30,046	4.27%	26,826	4,685	31,511	0.14%
Scope 1 + Scope 2 (Category 1 + Category 2)	25,804	5,604	31,408	4.46%	29,976	5,364	35,340	0.16%
GHG Emission Intensity (tCO ₂ e / NT\$ Million Revenue)	0.277				0.288			
Scope 3 (Category 3)	13,648	2,351	15,999	2.27%	16,727	2,726	19,453	0.09%
Scope 3 (Category 4)	478,560	177,639	656,199	93.26%	333,384	143,964	477,348	2.18%
Scope 3 (Category 5)	-	-	-	-	15,654,204	5,755,894	21,410,098	97.57%

Note:

- In 2024, the inventory was conducted in accordance with ISO 14064-1; starting in 2025, the inventory is prepared in accordance with the GHG Protocol. All data have been verified by an independent third party.
- In 2025, the GHG emission data covers the Realtek Group's 19 global sites, adding Biomedical Office 1 and the sites in Germany and India compared to 2024.
- Scope 1 includes diesel, gasoline, refrigerants, septic tanks, and fire extinguishers; Scope 2 includes purchased electricity and thermal energy; Scope 3 (Category 3) includes upstream and downstream transportation and distribution, as well as employee commuting and business travel; Scope 3 (Category 4) includes purchased goods, capital goods, upstream energy emissions (newly included in 2025), waste disposal, etc.; and Scope 3 (Category 5) includes the processing, use, and end-of-life treatment of sold products.
- Global Warming Potential (GWP) values are sourced from the IPCC Sixth Assessment Report (AR6), 2021.
- Sources of conversion factors: IEA emission factors, the Ministry of Environment's Greenhouse Gas Emission Factor Management Table (Version 6.0.4), and the greenhouse gas emission factors announced on February 5, 2024.
- The electricity carbon emission factors adopted are the values published by the respective countries and the factor of 0.474 kgCO₂e/kWh announced in 2024 by the Energy Administration, Ministry of Economic Affairs, Taiwan.
- Emission data is rounded to the nearest whole number.

· GHG Emissions at Realtek's Taiwan Operational Sites

Unit: tCO₂e

Scope	Site	2022	2023	2024	2025
Direct GHG Emission	Realtek Office 1	562.1255	648.2767	298.1083	268.1923
	Realtek Office 2	299.3630	290.9894	173.0714	150.1741
	Realtek Office 3	-	161.1308	166.7499	162.5752
	Biomedical Office 1 ^{Note}	-	-	-	2,552.3195
	Taipei Office	10.8288	36.9039	10.7453	10.7429
	Tainan Office	6.1683	6.2709	6.2488	6.2475
Energy Indirect GHG Emission	Realtek Office 1	19,992.9092	18,988.5696	17,457.6096	17,059.3496
	Realtek Office 2	5,479.8940	5,265.2496	4,856.9832	4,852.6224
	Realtek Office 3	-	1,638.3609	2,652.4092	3,621.2652
	Biomedical Office 1	-	-	-	1,114.5387
	Taipei Office	121.0044	120.8769	120.6820	117.6962
	Tainan Office	60.5797	60.9868	61.9347	60.5886
Scope 1 + Scope 2 Total		26,532.8729	27,217.6155	25,804.5424	29,976.3122
Company Revenue (NT\$ millions)		111,789.79	95,179.28	113,393.70	122,706.37
GHG Emission Intensity (tCO ₂ e / NT\$ Million Revenue)		0.2373	0.2860	0.2276	0.2443
Number of Employees in Taiwan		4,943	5,209	5,408	5,675
GHG Emission Intensity (tCO ₂ e / Number of Employees in Taiwan)		5.3678	5.2251	4.7716	5.2822

Note:

- Realtek Office 3 and Biomedical Office 1 commenced operations in 2023 and 2025, respectively; therefore, their greenhouse gas emissions were included in the inventory starting in those respective years. Following the opening of Biomedical Office 1 in 2025, the installation of FM-200 fire suppression equipment, which uses a high-GWP (global warming potential) extinguishing agent (heptafluoropropane, HFC-227ea), resulted in a non-routine increase in Scope 1 emissions.
- Scope 1 includes diesel, gasoline, refrigerant, septic tanks, and fire extinguishers; Scope 2 includes purchased electricity.
- Global Warming Potential (GWP) values are sourced from the IPCC Sixth Assessment Report (AR6), 2021.
- Sources of conversion factors: the Ministry of Environment's Greenhouse Gas Emission Factor Management Table (Version 6.0.4), and the greenhouse gas emission factors announced on February 5, 2024.
- The electricity carbon emission factor is calculated using the factor of 0.474 kgCO₂e/kWh announced in 2024 by the Energy Administration, Ministry of Economic Affairs, Taiwan.
- The greenhouse gas emission intensity calculation covers only the sum of Scope 1 and Scope 2 emissions from Realtek's operational sites in Taiwan.

In accordance with Taiwan's *Climate Change Response Act*, the current inventory identified four types of greenhouse gases within Scope 1. In 2025, Realtek's primary emission source was HFCs, representing 92.8% of total emissions. The remaining 7.2% was composed of CO₂, CH₄, and N₂O.

GHG Type	Emission (tCO ₂ e)	Proportion
CO ₂	62.7193	1.64%
CH ₄	212.3669	5.55%
N ₂ O	0.5011	0.01%
HFCs	3,553.9473	92.80%
PFCs	0	0%
SF ₆	0	0%
NF ₃	0	0%
Total	3,829.5346	100%

Note: Realtek's nitrogen oxide (NOx) and sulfur oxide (SOx) emissions are sourced from company vehicles and emergency generators. They are excluded from this inventory due to their minimal emission volumes.

GHG Emissions Reduction Plan

Scope	Risk	Reduction Measures	2030 Reduction Targets
Scope 1	The use of high Global Warming Potential (GWP) fire suppression agents in newly installed fire extinguishing systems leads to a significant surge in emissions during the year of installation (e.g., Biomedical Office 1 in 2025).	Realtek will adopt eco-friendly fire suppression agents as substitutes in all newly constructed facilities and equipment/server rooms.	Achieve a 42% absolute reduction in Scope 1 and Scope 2 GHG emissions.
Scope 2	Due to increasing demand for computing power, the Company's total electricity consumption increases annually, leading to higher emissions.	The Company's primary reduction strategy is to procure additional renewable energy and increase the purchased volume annually.	
Scope 3	As business performance grows, the increase in total product sales volume leads to higher emissions.	Realtek will continuously increase the proportion of clean technology products, reduce chip area, and improve the per-unit energy efficiency of its products.	Achieve a 35% reduction in per unit energy consumption for new-generation products compared to previous-generation products.

Note: The emissions reduction targets are aligned with our SBTi target submission.

3.3 Energy Management

Energy Use Efficiency

Energy Management Policy

- 01** Implement an energy management system to minimize management system risks.
- 02** Ensure the provision of necessary information and resources to achieve relevant objectives and indicators.
- 03** Comply with national laws and obligations.
- 04** Engage all staff in continuous improvement of the management system to enhance sustainability.
- 05** Commit to promoting green procurement to achieve long-term business sustainability.
- 06** Raise awareness among employees about energy conservation.

As a professional IC design house, Realtek's primary operational energy consumption stems from purchased electricity, fuel for emergency generators, and gasoline for official vehicles. The Company does not operate heating equipment such as coal-fired, gas-fired, or boiler systems, nor is it involved in high-energy-consumption production processes like smelting or polymerization. In 2025, Realtek's renewable energy consumption significantly increased to 2,486,258 kWh, which led to a reduction in non-renewable energy consumption, effectively offsetting the rise in electricity demand from its operational expansion. Realtek continues to implement various effective measures, including enhancing overall electricity efficiency, adopting an energy management system, installing solar power and energy storage equipment, and purchasing renewable energy, to steadily progress toward its goal of achieving net-zero carbon emissions by 2050.

· Energy Consumption at Realtek's Taiwan Operational Sites over the Past Four Years

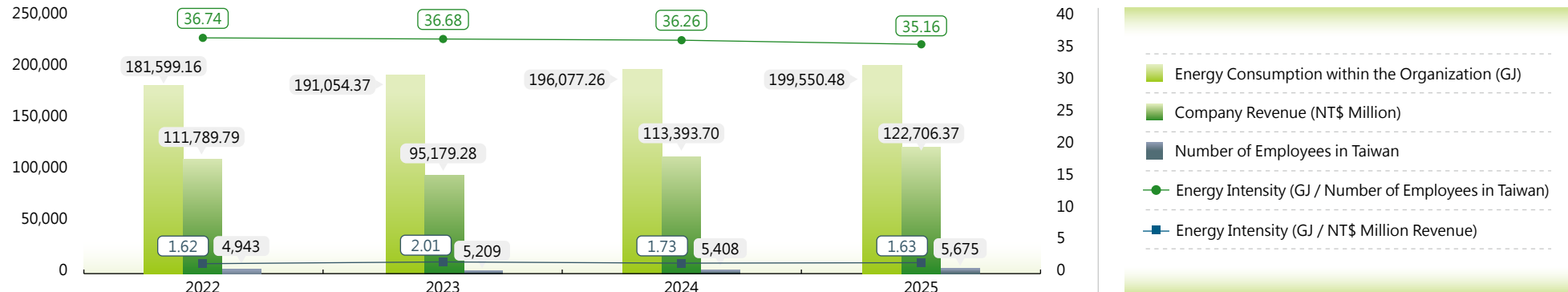
Unit: GJ (Gigajoules)

Item		2022	2023	2024	2025
Non-Renewable Energy	Gasoline	68.26	529.65	253.18	235.38
	Diesel	175.48	511.45	388.86	505.41
	Electricity	181,355.42	189,361.23	190,902.03	189,863.54
Total Non-Renewable Energy Consumption		181,599.16	190,402.33	191,544.07	190,604.33
Renewable Energy	Self-Generated Electricity	0	652.04	4,533.19	5,571.68
	Purchased Electricity	-	-	-	3,374.47
Total Energy Consumption		181,599.16	191,054.37	196,077.26	199,550.48

Note:

1. Data Sources: Data for purchased electricity is based on actual consumption from electricity bills; data for gasoline and diesel is based on the Company's internal fuel level records; and data for self-generated electricity is sourced from the cloud-based solar inverter system.
2. The 2025 energy conversion factors are primarily based on the Table of Unit Calorific Values for Energy Products from the 2021 Energy Statistics Handbook by the Energy Administration, Ministry of Economic Affairs: Electricity: 3,598.24 kJ/kWh; and with reference to the "Calorific Values of Motor Gasoline, Diesel, Liquefied Petroleum Gas and Natural Gas for 2025" announced by the Ministry of Environment on 10 February 2026: Gasoline: 31,739.82 kJ/L; Diesel: 36,133.02 kJ/L.
3. The 2025 energy consumption data covers only Realtek's Taiwan sites.

Realtek's Energy Intensity for the Past Four Years

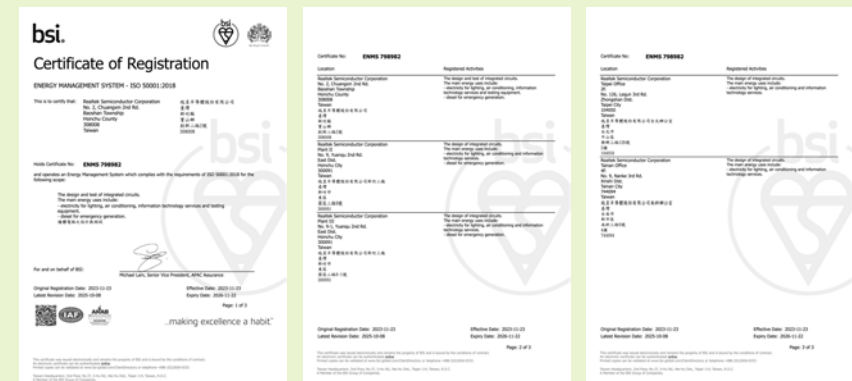


Multi-pronged Approach to Energy Conservation to Increase Energy Efficiency

Realtek is committed to enhancing energy efficiency and actively implementing energy conservation and carbon-reduction policies. The Facility Department serves as the primary responsible unit, overseeing the Company's energy management and efficiency improvements. Realtek completed the establishment of its energy management system platform in 2022. Subsequently, Hsinchu Office 1 obtained ISO 50001 Energy Management System certification in 2023, followed by Hsinchu Office 2 in 2024 and Hsinchu Office 3 in 2025, thereby progressively optimizing the energy management frameworks across all major operational sites. The Company verifies its energy performance by conducting energy audits, establishing energy baselines, setting energy performance indicators (EnPIs), objectives, targets, and action plans, and incorporating relevant methodologies and the International Performance Measurement and Verification Protocol (IPMVP).

Realtek aims to achieve a 50% renewable energy by 2030, with a voluntary commitment to reach 100% by 2050. Additionally, the Company has set an annual energy management target to reduce electricity consumption by 1%. Through the intelligent management of electricity consumption data, the Company effectively analyzes, tracks, improves, and verifies the energy consumption of various systems, such as power systems, IT data centers, lighting, air conditioning, gas systems, and testing area equipment – thereby actively implementing robust energy management.

Realtek Hsinchu Offices 1, Office 2 & Office 3 ISO 50001: 2018 Energy Management System



Validity period: 2023.11.23~2026.11.22

3.1 Climate Change Actions

3.2 GHG Management

3.3 Energy Management

3.4 Water Resource Management

3.5 Waste Management

3.6 Biodiversity Conservation

Category	Item	Energy Savings		Carbon Emissions Reduction	Electricity Cost Savings
		kWh	GJ	tCO ₂ e	NT\$ Thousands
Server Room Systems	PUE reduction and adoption of high-efficiency servers	368,623	1,326	175	1,718
Testing Equipment	Efficiency improvement via equipment replacement	751,147	2,703	356	3,500
Air-Conditioning Systems	Replacement of chillers and motors, and implementation of variable frequency controls	574,888	2,069	272	2,679
Lighting Systems	Lighting improvements across operational sites and parking facilities, and energy conservation via smart lighting	240,286	865	114	1,120
Power Systems	Power factor improvements, UPS efficiency enhancements, harmonic mitigation, and elevator upgrades	135,760	488	64	633
Total		2,070,704	7,451	981	9,650

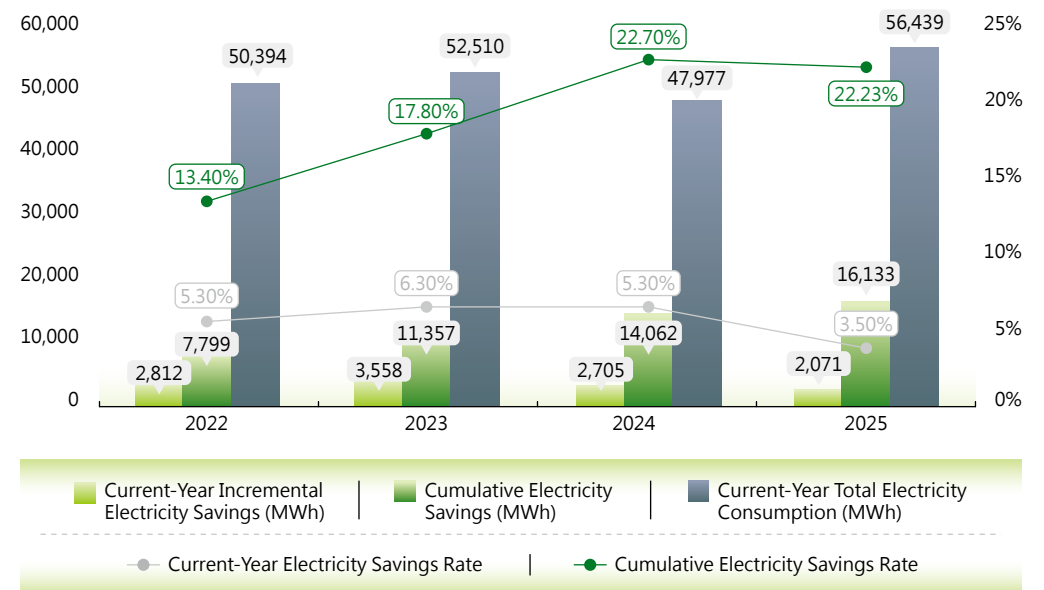
Note:

1. The carbon emission factor for electricity applied herein is 0.474 kgCO₂e/kWh, based on the 2024 data provided by the Energy Administration, MoEA.
2. Electricity cost savings are calculated based on the 2025 average electricity rate of NT\$4.66 per kWh.
3. The scope of the energy-saving data herein covers Hsinchu Office 1, Hsinchu Office 2 and Hsinchu Office 3, which is consistent with the scope of the Company's ISO 50001 certification.
4. Energy savings for server room systems are calculated by comparing the power consumption of the rack cabinets and their ancillary equipment against that of a traditional server room.
5. Electricity savings from the replacement of testing equipment are calculated by comparing the average monthly power consumption of the equipment for the year against its average monthly consumption in the fourth quarter of the previous year.
6. For air-conditioning system, an energy baseline is established using electricity consumption data from the year prior to equipment replacement. Energy savings are then calculated by comparing this baseline against the system's electricity consumption for the current year.
7. Energy savings for lighting and power systems are calculated based on the difference in equipment specifications before and after replacement.

In 2025, Realtek's Facility Department, in collaboration with the Supply Management Center, Information Technology Division, and R&D Center, continued to implement energy conservation and carbon reduction measures. A total of 31 energy-saving initiatives were proposed, including improvements to air conditioning, lighting, and air compressors, as well as the optimization of server room cooling systems. With a total investment of approximately NT\$30,240 thousand, these efforts achieved an overall electricity saving rate of 3.77% and total electricity savings of 2,070,000 kWh in 2025, resulting in an estimated savings of NT\$9,650 thousand in electricity expenses. This is equivalent to a reduction of 9,734.97 GJ in thermal emissions, which translates to a carbon emission reduction of 1,282.40 tCO₂e, comparable to the carbon sequestration capacity of 3.3 Daan Forest Parks ^{Note}.

Note: Based on the Council of Agriculture's calculation that one hectare of forest sequesters 15 metric tons of carbon annually, Daan Forest Park (25.8 hectares) can sequester 387 metric tons of carbon annually.

Realtek Electricity Savings Rate for the Past 4 Years



Note:

1. The base year for cumulative electricity savings is 2018.
2. The decrease in the cumulative electricity savings rate in 2025 compared to 2024 is due to the commissioning of Biomedical Office 1, which led to a significant increase in electricity consumption.

Chiller Project

The chilled water air-conditioning system is a major energy consumption for Realtek, accounting for approximately 30% of total electricity consumption across all operations. Since 2022, Realtek has been evaluating operational efficiency by monitoring chiller performance indicators, and upgrading to new, high-efficiency chillers. This project is expected to reduce power consumption per refrigeration ton (KW/RT) from 0.75 to 0.50, effectively improving the efficiency and conserving electricity. In 2025, the legacy fixed-speed motors in the air-conditioning cooling water system at Office 2 were replaced with permanent-magnet motors and equipped with variable frequency drives (variable frequency drives). With a capital investment of NT\$3.126 million, this upgrade is preliminarily estimated to yield annual electrical savings of approximately 39,000 kWh, reducing electricity expenses by an estimated NT\$190,000.



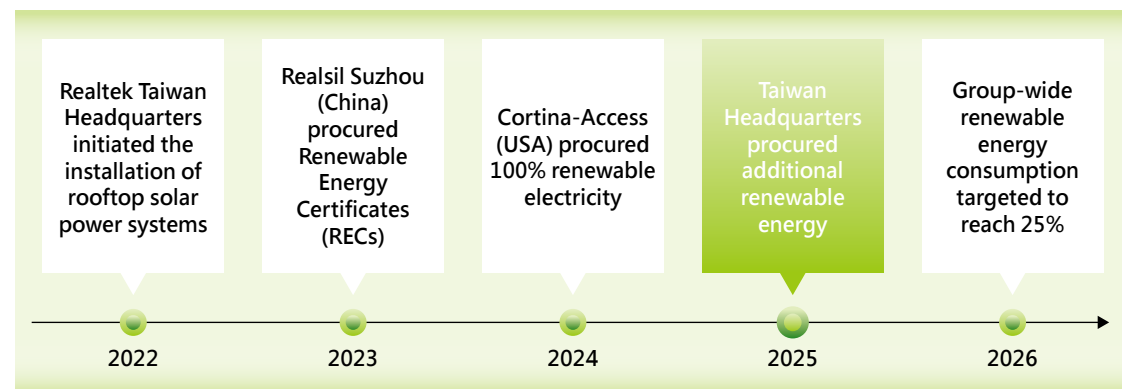
Realtek's Renewable Energy Strategy and Internal Carbon Pricing

Renewable energy development is a critical issue in the global energy transition. To effectively reduce Realtek Group's carbon emissions worldwide, the Company has set a target of 50% renewable energy usage by 2030 and made a voluntary commitment to achieving 100% renewable energy usage by 2050. Realtek continuously consolidates energy consumption data from all operational sites to identify and capitalize on opportunities for renewable energy adoption. In 2025, Realtek's Suzhou subsidiary, Realsil, continued to procure China Green Electricity Certificates (GECs), successfully achieving net-zero Scope 2 GHG emissions for the facility. Similarly, Realtek's US subsidiary, Cortina-Access, enrolled in the Total Green Program offered by local utility provider San Jose Clean Energy in 2024, successfully achieving its goal of 100% renewable energy usage.

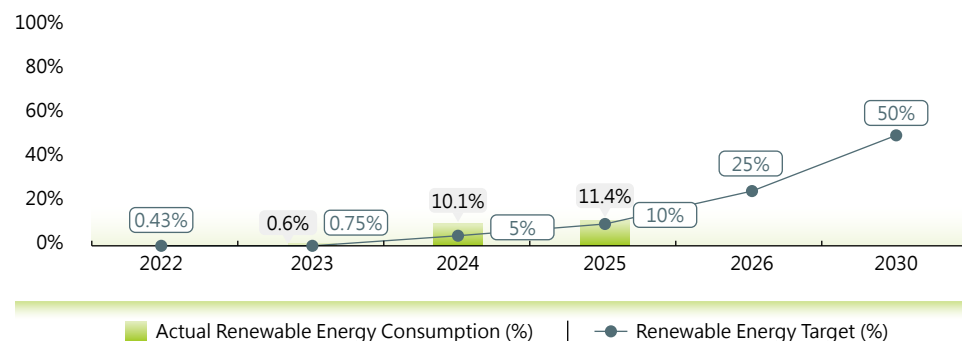
Furthermore, Realtek's headquarters is proactively installing renewable energy generation facilities based on a self-generation and self-consumption model. Solar panels have been installed across the rooftops of its various Taiwan sites, with the converted solar power supplying daily operations. The renewable energy installation project involves an estimated investment of NT\$108 million and is being implemented in five phases. Upon completion in 2026, it is expected to reach an installed capacity of 1,654 kW, generating approximately 1.9 million kWh of green electricity annually, equivalent to a reduction of approximately 900 tCO₂e^{Note} in GHG emissions. In 2025, power generation reached 1,548,447 kWh, yielding a GHG emission reduction benefit of 734 tCO₂e. Through the proactive adoption of renewable energy, the Company effectively mitigates greenhouse gas emissions.

Note: Estimates are calculated based on an average power generation of 3 hours per day for 360 days a year, utilizing the 2024 electricity emission factor of 0.474 kgCO₂e/kWh.

Realtek Renewable Energy Roadmap



Realtek Group Renewable Energy Targets and Roadmap



Internal Carbon Pricing

In 2025, Realtek implemented an Internal Carbon Pricing mechanism, setting the price at US\$100/tCO₂e. This price is derived by dividing the cost of procured renewable energy by the actual tons of GHG emission reductions. Concurrently, the Company utilizes a shadow pricing approach to evaluate the Return on Investment (ROI) for facility energy-saving and carbon-reduction projects. This aims to accelerate green investment decisions and drives the Company's low-carbon transition. Moving forward, the internal carbon price will be adjusted in accordance with international decarbonization scenarios or carbon market pricing.

Realtek Green Buildings

To promote corporate sustainability and environmental stewardship, Realtek has set stringent green building targets. Since 2020, all newly acquired and constructed facilities are required to meet green building certification standards. Specifically, newly acquired and constructed facilities must obtain Taiwan's EEWB Green Building certification, while newly constructed facilities are additionally required to achieve the U.S. LEED Green Building certification. To achieve these targets, Realtek integrates both EEWB and LEED design standards into the planning and construction phases of new facilities. This involves incorporating comprehensive green building measures, including structural concrete blended with blast-furnace slag, double-glazed Low-E glass curtain walls, lightweight drywall partitions, eco-friendly interior building materials, Level 1 energy-efficient variable frequency chillers, water-saving restroom fixtures, and LED lighting systems. In terms of green building investments, related capital expenditure exceeded NT\$100 million in 2025 alone. From 2020 to 2025, the Company's cumulative investment in green facilities exceeded NT\$310 million. This encompasses acquisitions of green real estate, self-constructed green facilities, and the procurement of eco-friendly building materials.

Realtek Green Building Sustainability Goals

- Adopt the EEWB (Taiwan) and LEED (US) green building design standards
- Find a balance between environmental protection and cost effectiveness, and efficiently reduce the buildings' GHG emissions
- Improve energy and water use efficiency
- Reducing energy consumption and environmental burdens generated during the construction and usage phases of buildings

· EEWH Gold Certification

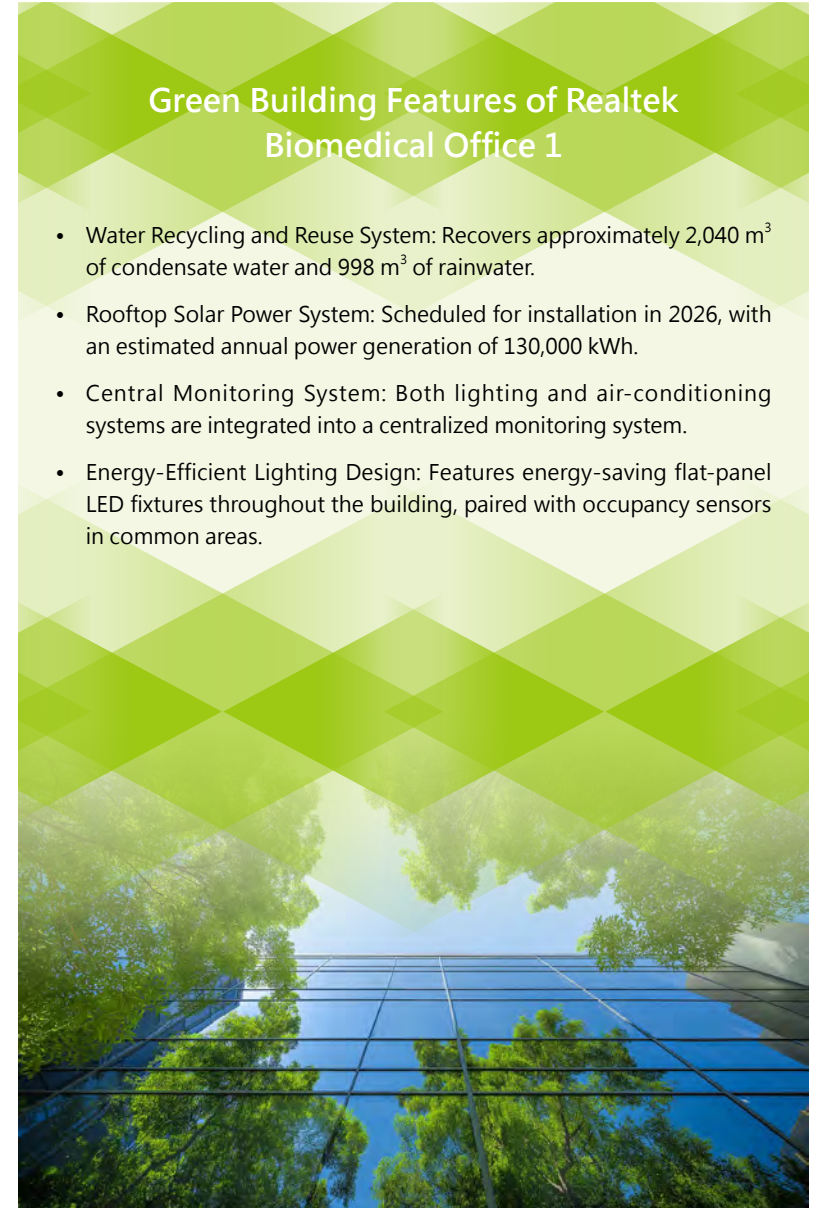
In terms of green building certifications, Realtek Hsinchu Office 3 achieved EEWH Bronze and LEED Gold certifications in 2023; Realtek Biomedical Building received the EEWH Gold candidate certificate in October 2022, and successfully achieved both EEWH Gold and LEED Gold certifications in the first half of 2025.

· LEED Gold Certification



Green Building Features of Realtek Biomedical Office 1

- Water Recycling and Reuse System: Recovers approximately 2,040 m³ of condensate water and 998 m³ of rainwater.
- Rooftop Solar Power System: Scheduled for installation in 2026, with an estimated annual power generation of 130,000 kWh.
- Central Monitoring System: Both lighting and air-conditioning systems are integrated into a centralized monitoring system.
- Energy-Efficient Lighting Design: Features energy-saving flat-panel LED fixtures throughout the building, paired with occupancy sensors in common areas.



3.4 Water Resource Management

Water Withdrawn

Water used in Realtek's operations is primarily for general domestic purposes. The scope of water resource data collection covers the Company's operational sites in Taiwan. The Company's main operational sites in Taiwan are located in the Hsinchu Science Park, with water sourced from the Baoshan Reservoir in Hsinchu. To evaluate water risk levels, Realtek adopts the World Resources Institute's (WRI) "Aqueduct Water Risk Atlas," which shows the percentage of total water withdrawal and water consumption from areas with high or extremely high baseline water stress are both zero. Additionally, Realtek does not extract groundwater or use seawater, indicating a low potential impact on local water resources. In 2025, the total water withdrawn was 181.43 million liters, comprising municipal water (98%) and collected rainwater (2%). This figure represents a 5.7% increase in annual total water withdrawn compared to the previous year, primarily due to the official commencement of operations at Biomedical Office 1 in 2025.

Water Discharge

All industrial and domestic wastewater generated by enterprises within the Hsinchu Science Park is collected via the sewer system and directed to the Science Park's wastewater treatment plant for processing. The treated water—with quality better than national effluent standards (TDS ≤ 1,000 mg/L)—is discharged through a dedicated pipeline into the Keya River (a non-water-stressed area), causing no adverse impact on the ecological environment or water quality. In 2025, Realtek discharged 94.19 million liters of domestic wastewater. The Company generates no process wastewater, involves no discharge of substances of concern, and poses no risk of environmental impact from wastewater leaks or spills.

2025 Water Sources at Realtek's Taiwan Operational Sites

Municipal Water Withdrawal	178.57 ML	91 %
Collected Rainwater and Recycled Air-Conditioning Water	16.64 ML	9 %

Water Usage at Realtek's Taiwan Operational Sites over the Past Three Years

Unit: Million Liters (ML)

Year		2023	2024	2025	YoY change (%)
Water Withdrawal	Surface Water (Collected Rainwater)	1.8	2.05	2.86	39.5%
	Third-Party Water (Municipal Water)	150.77	169.60	178.57	5.3%
	Total Water Withdrawal	152.57	171.65	181.43	5.7%
Water Discharge	Total Water Discharge	91.88	83.84	94.19	12.4%
Water Consumption	Total Water Consumption	60.69	87.81	87.24	-1.78%
Recycled Water/Reused	Recycled Air-Conditioning Water	9.43	9.94	13.78	38.7%

Note:

- 1,000 cubic meters (m³) = 1 Million Liters (ML).
- Municipal water: The third-party water supplier is the Taiwan Water Corporation.
- Wastewater is primarily processed by a third party: The Hsinchu Science Park Wastewater Treatment Plant.
- All water withdrawn is freshwater (TDS ≤ 1,000 mg/L).
- The volume of collected rainwater is an estimate, calculated by multiplying the statistical rainfall data from the meteorological agency by the rooftop rainwater collection area of Realtek Office 1.
- Water consumption and discharge volumes for the Taipei and Tainan offices are estimates. Wastewater discharge is estimated at 80% of total water withdrawal, with the remaining 20% accounted for as water consumption.
- Total water withdrawal is the sum of surface water and third-party water supply (municipal water).

Water Conservation Actions

Realtek has a long-standing focus on water resources and environmental issues, and is dedicated to continuously optimizing water recycling and reuse methods to enhance overall water efficiency. The Company's ongoing water conservation projects include the reuse of recycled water, rainwater harvesting, and the reclamation of air conditioning condensation and cooling water. Through these water reclamation and reuse measures, Realtek maximizes water utilization efficiency and minimizes its environmental impact. In 2025, the Company's total water savings amounted to 16.64 million liters, achieving a water conservation rate of 8.52% and successfully surpassing the target of 6%. Looking ahead, Realtek's target for 2030 is to reach a water conservation rate of 7%. With regard to specific water conservation and reuse measures, the Company completed an optimization of the RO system at Office 1 in January 2025. This project repurposes backwash water as makeup water for the cooling system, saving over 4 metric tons of municipal water daily. As of December 31, 2025, the cumulative volume of recovered water reached 1,580 metric tons. Furthermore, Realtek will continue to evaluate water conservation measures at Office 2 and 3 to enhance the Group's overall water conservation rate.

Water Conservation Rate at Realtek's Taiwan Operational Sites for the Past Three Years

Unit: Million Liters (ML)

	2023	2024	2025
Total Water Consumption	162.00	181.59	195.21
Total Number of Employees in Taiwan	5,209	5,408	5,675
Water Consumption per Employee	0.031	0.034	0.034
Total Water Savings	11.23	11.99	16.64
Water Conservation Rate	6.93%	6.60%	8.52%

Note:

1. Total water consumption includes total water withdrawal and recycled water.
2. Water Consumption per Employee = Total Water Consumption / Total Number of Employees in Taiwan. (The employee headcount was 5,675 as of December 31, 2025).
3. The calculation of total water savings includes rainwater harvesting and the reclamation of air-conditioning condensation and cooling water.
4. Water Conservation Rate = Total Water Savings / Total Water Consumption.

RO Water Recycling Project

In 2025, Realtek completed a reverse osmosis (RO) water recycling project at Hsinchu Office 1. This project repurposes backwash water from the RO system as cooling water for the air-conditioning system. With a total investment of NT\$240,000, the initiative has generated cumulative savings of NT\$18,960 in water expenses to date, with an estimated payback period of 12 years.



3.5 Waste Management

As a fabless IC design house, Realtek focuses on IC design and sales, outsourcing manufacturing to specialized foundries. Since the Company does not directly manufacture or sell end-user electronic products, it has not established tracking or recycling mechanisms for Waste Electrical and Electronic Equipment (WEEE) associated with end products.

Realtek is equally committed to managing waste generated from its own operations. Waste across all operating sites is sorted, recycled, and properly treated in compliance with relevant regulations. Waste generated at Taipei and Tainan offices is classified as general waste. At the Hsinchu operational sites, waste encompasses both domestic waste and industrial waste (comprising hazardous and general industrial waste). In 2025, the Hsinchu operational sites generated approximately 682.28 metric tons of domestic waste^{Note 1}. Of this, 384.45 metric tons were effectively recycled and reused^{Note 2}, achieving a recycling rate of 56.35%. Furthermore, a total of 27.26 metric tons of industrial waste was generated, consisting of 7.48 metric tons of hazardous waste and 19.78 metric tons of general industrial waste, all of which were regularly cleared for off-site disposal.

Within its waste reduction management system, Realtek systematically inventories waste sources, types, and generation volumes. Based on factors such as generation volumes, physical characteristics, hazard levels, and storage requirements, the Company establishes rigorous classification and treatment mechanisms. To enhance management efficacy, Realtek has instituted routine waste audit. Through document reviews, conducts on-site inspections, and waste segregation verifications, the Company systematically analyzes the sources, flows, and volume fluctuations of various waste streams, thereby identifying high-generation and anomalous categories. The audit process continuously uncovers opportunities for waste reduction, improved sorting, and resource reuse. In 2025, Realtek implemented several waste reduction initiatives, including the secure destruction and recycling of bulk documents, alongside the recycling of green waste (such as branches and fallen leaves) and wooden pallets. The outcomes of these projects are integrated back into management systems and operating procedures to optimize waste clearance and classification mechanisms, enhance recycling efficiency, and elevate overall waste management performance, thereby driving a continuous improvement cycle.

In addition to continuously developing smaller integrated circuits to reduce end-of-life product waste, Realtek also prioritizes minimizing its own waste generation and implementing robust recycling management. Realtek strictly complies with the provisions of the *Waste Disposal Act* and the regulations of the Hsinchu Science Park, conducting monthly waste tracking and reporting. As Realtek does not have its own production lines, its hazardous industrial waste primarily consists of defective outsourced ICs and wafers containing copper and its compounds, which are identified during in-house inspection. The Company continues to implement source reduction and secure storage management, establishing dedicated centralized storage areas for scrap ICs to mitigate soil contamination risks. Furthermore, all hazardous industrial waste is sent to certified processors for offshore recycling and treatment, with proper reporting and tracking as required by law. The annual recycling rate has consistently exceeded 90% over the years, achieving 100% in 2025^{Note 3}. Non-hazardous waste is regularly removed by licensed waste collectors, while general industrial waste is sent to government-approved incineration plants for energy recovery and resource reuse. For domestic waste, Realtek actively promotes resource recycling and reuse, such as using recycled paper as product packaging cushioning, repurposing 100% of food waste for pig feed, utilizing coffee grounds for plant compost, conducting energy recovery, and recycling waste paper to produce recycled paper. The Company actively promotes the achievements and concepts of resource recycling and reuse during New Employee Training Camp. Realtek also encourages employees to continuously consider actions beneficial to environmental protection and resource utilization in their daily lives, working together toward a greener environment.

In addition, Realtek is subject to regular audits and on-site inspections conducted by the Hsinchu Science Park Bureau and ISO 14001 certification bodies. These audits comprehensively evaluate the waste management system, reporting records, and on-site operations. In 2025, all operations were in full compliance with relevant regulations, with no major non-conformities identified. Through systematic management and audit mechanisms, Realtek continuously enhances its waste management performance, demonstrating the Company's commitment to resource circularity and environmental sustainability.

Note:

1. "Domestic waste" is calculated based on the 2025 average daily per capita domestic waste generation rate of 1.38 kg, as announced by the Ministry of Environment. The total volume is calculated using the following formula: Number of employees at Realtek Office 1, Office 2, Office 3, and Biomedical Office 1 (5,675) × 12 (months per year) × 22 (assumed working days per month) × 0.33 (proportion of an 8-hour workday) × 1.38 (kg).
2. Recyclable waste items are physically weighed to accurately calculate the total volume of waste diverted for recycling and reuse. Please note that domestic waste recycling and reuse statistics exclude energy recovery from incineration.
3. All hazardous industrial waste is sent certified processors for offshore recycling and treatment.

Items	2025 Management and Goals	2025 Results	Short- to Medium-Term Objectives (2025-2028)								
General Industrial Waste	Waste generation shall not exceed 27 kg per NT\$100 million in revenue.	Actual waste generation was 16.12 kg per NT\$100 million in revenue.	Annual waste generation shall not exceed 27 kg per NT\$100 million in revenue.								
Hazardous Industrial Waste	The recycling rate of hazardous industrial waste shall be at least 90%.	The recycling rate of hazardous industrial waste reached 100%.	The recycling rate of hazardous industrial waste shall be at least 90%.								
Total Investment in Pollution Prevention and Control	The 2025 budget for pollution prevention and control investments is set at a minimum of NT\$55 million.	In 2025, total actual investment amounted to NT\$70.98 million, covering waste recycling (including energy recovery), reuse, environmental maintenance, and ISO environmental management system certification.	The annual budget for pollution prevention and control investments shall be at least NT\$ 55 million.								
Domestic Waste	- Track monthly volumes of recyclable domestic waste and implement initiatives to enhance source sorting, reuse, and recycling. - Promote eco-friendly procurement prioritizing energy efficiency, and reduce the use of single-use products.	- Paper meal boxes, steel and aluminum cans, PET bottles, and paper / cardboard, totaling 80.86 metric tons, achieved 100% recycling rate. - The recycling and reuse rate of domestic waste is 56.35%. - Management Results for Resource Circulation:<table><tr><td>Recycling</td><td>Total of 384.45 metric tons</td></tr><tr><td>Reuse</td><td>Total of 274.79 metric tons</td></tr><tr><td>Recycling and Reuse</td><td>Total of 79.72 metric tons</td></tr><tr><td colspan="2">Energy Recovery</td></tr></table> Remaining general domestic waste (297.83 metric tons) was incinerated to generate 158.74 megawatt-hours (MWh) of electricity via energy recovery.	Recycling	Total of 384.45 metric tons	Reuse	Total of 274.79 metric tons	Recycling and Reuse	Total of 79.72 metric tons	Energy Recovery		- Achieve a 100% recycling rate for paper meal boxes, steel and aluminum cans, PET bottles, and paper / cardboard. - Annual recycling of non-hazardous waste shall be at least 300 metric tons. - Annual reuse of non-hazardous waste shall be at least 90 metric tons. - Annual recycling and reuse of non-hazardous waste shall be at least 60 metric tons.
Recycling	Total of 384.45 metric tons										
Reuse	Total of 274.79 metric tons										
Recycling and Reuse	Total of 79.72 metric tons										
Energy Recovery											

2025 Bulk Document Destruction, Recycling, and Reuse Project

In 2025, Realtek launched the “Bulk Document Destruction, Recycling, and Reuse Project.” Through this initiative, the Company commissioned a licensed waste management contractor to securely destroy bulk documents through a paper hydro-pulping process, transforming them into recycled materials. This project advances resource circularity, reduces operational carbon footprint, and mitigates overall environmental impacts.

To ensure rigorous execution, dedicated personnel and supervisors strictly oversee the entire document destruction process, safely transporting the documents to specialized facilities equipped with hydro-pulping capabilities. Upon arrival at the facility, critical stages, including conveyor loading, entry into the hydro-pulping tower, and the final shredding and pulping—undergo strict on-site, real-time monitoring and verification. This ensures the irreversible destruction of all documents before the residual materials are diverted into the recycled pulp production process.

In terms of resource allocation and cost management, the integrated services management team conducted comprehensive market inquiries and vendor evaluations, establishing a collaborative model focused on environmental circularity. The Company successfully negotiated with a legally certified paper mill to provide complimentary hydro-pulping services, with Realtek bearing only the internal logistics and transportation costs for the bulk documents. This arrangement secures environmental benefits while effectively reducing overall operating costs, successfully aligning cost efficiency with the Company's sustainability goals.

In 2025, a total of 201 boxes of bulk documents, weighing 4,010 kg, were securely destroyed company-wide. After being converted into recycled pulp via hydro-pulping, and based on the carbon reduction factor provided by the partnering paper mill, this initiative achieved an estimated reduction of 23,258 kgCO₂e, in greenhouse gas (GHG) emissions. This environmental benefit is equivalent to preserving approximately 80 trees^{Note}.



Note: Data sourced from is Cheng Loong Corporation's 2024 Sustainability Report, which indicates that utilizing 1 metric ton of recycled paper reduces carbon emissions by 5.8 metric tons and preserves 20 trees.

2025 Green Waste and Wooden Pallet Recycling Initiative

To enhance resource recovery efficiency across its corporate facilities and minimize the environmental impact of the Company's operational carbon footprint, Realtek launched the "Green Waste and Wooden Pallet Recycling Initiative" in 2025. By leveraging a Solid Recovered Fuel (SRF) process, biomass materials—previously classified as general waste—are now repurposed into alternative energy, successfully advancing the Company's circular economy and carbon reduction targets.



For project implementation, green waste and wooden pallets routinely generated across the Company's operations are entrusted to certified waste management vendors for resource recovery. After pretreatment processes—which include shredding, drying, impurity removal, and sorting—the materials are further blended, conditioned, and densified to form Solid Recovered Fuel (SRF). Serving as an alternative to coal and natural gas, the SRF is widely applied in industrial boilers, cement rotary kilns, and dedicated power generation facilities, thereby optimizing energy efficiency and reducing overall reliance on fossil fuels.



The project yielded significant results in 2025. A total 27,760 kg of green waste and wooden pallets was recovered, of which 27,704 kg was successfully converted into SRF. This generated a total calorific value of 79,050,116 kcal, achieving a recovery rate of 99.8%. By substituting traditional fossil fuels, the initiative reduced greenhouse gas (GHG) emissions by 13,810 kgCO₂e, equivalent to the annual carbon sequestration of approximately 690 trees ^{Note}.

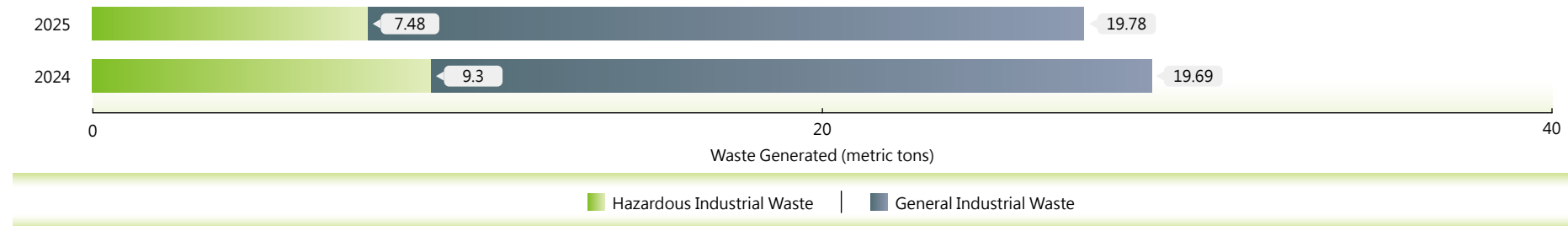


This project not only effectively minimizes the volume of waste sent for final disposal, but also maximizes the value of resource circularity. It demonstrates Realtek's tangible achievements in driving the circular economy and carbon reduction, showing continued progress toward the Company's sustainable development goals.

Note: Data is sourced from the waste clearance records of Zhenxiang Co., Ltd. and SGS calorific value test reports.



·Total Industrial Waste at Realtek's Hsinchu Operational Site Over the Past Two Years



·2025 Industrial Waste Generation Statistics at Realtek's Hsinchu Operational Sites

Hazardous Industrial Waste			
Items		Weight (tons)	Approach
Scrap ICs		7.48	Recycling(Offshore processing/Recovery of copper and its compounds)
General Industrial Waste			
Items		Weight (tons)	Approach
General operational waste		3.16	Incineration(with energy recovery)
Mixed waste paper		3.06	
Mixed waste plastics		13.56	
Total		19.78	-
General Waste (Domestic Waste)			
Items		Weight (tons)	Approach
General Domestic Waste	Reuse initiatives (e.g., food waste for pig feed, reusing packaging trays, composting coffee grounds, and reusing cleaned air-conditioning filters)	274.79	Reuse
	Recycling initiatives (e.g., paper products, wooden pallets, green waste, paper meal boxes, PET bottles, steel and aluminum cans, and bulk documents)	109.66	Recycling and Reuse
	Other domestic waste	297.83	Incineration (Including energy recovery)
	Total	682.28	-

3.6 Biodiversity Conservation

Realtek recognizes that minimizing environmental pollution and natural resource depletion, while safeguarding ecosystems and the natural habitats of flora and fauna, are crucial to global sustainable development. Therefore, the Company maintains a long-standing commitment to environmental protection and ecological conservation. In alignment with the *Convention on Biological Diversity* (CBD) and the *Kunming-Montreal Global Biodiversity Framework* adopted at the 15th United Nations Convention on Biological Diversity (CBD, COP15), the Company has officially established the *Realtek Semiconductor Biodiversity Statement*. Guided by its sustainable governance strategy, Realtek drives collaboration with supply chain partners and stakeholders to advance environmental protection, species and habitat conservation, and forest preservation. By working together to sustain biodiversity, the Company strives to make tangible contributions to the long-term future of the planet and generations to come.

In 2024, the Company leveraged internationally recognized biodiversity risk assessment tools—including the Biodiversity Risk Filter (BRF) from the Worldwide Fund for Nature (WWF), the Discover Protected Areas and OECMs provided by Protected Planet, and the World Database on Protected Areas (WDPA) from the International Union for Conservation of Nature (IUCN)—to rigorously verify that none of its core operational sites overlap with critical biodiversity conservation areas. Furthermore, all Realtek facilities undergo comprehensive environmental compliance assessments. The selected operational sites are strategically located within government-approved industrial development zones, strictly avoiding any designated protected areas or preserved habitats.

Taskforce on Nature-related Financial Disclosures

In 2025, Realtek strategically aligned with the *Taskforce on Nature-related Financial Disclosures* (TNFD) v1.0 framework and its LEAP methodology (Locate, Evaluate, Assess, Prepare) methodology. By prioritizing the “Locate” and “Evaluate” phases, the Company systematically established mechanisms to identify, analyze, and respond to nature-related risks and opportunities. During the “Locate” phase, the Company comprehensively mapped locations and activities interfacing with nature across its direct operational sites and broader value chain. Subsequently, in the “Evaluate” phase, Realtek assessed its dependencies and impacts on ecosystem services, establishing a critical foundation for advancing its comprehensive nature-related management strategy.



Locate: Mapping the Interface with Nature

Scope of Assessment: Direct Operations and Value Chain

To systematically identify the interface with nature, the Company conducted a comprehensive mapping of its active operational footprint. Realtek prioritized 25 direct operational sites worldwide (including 3 manufacturing facilities and 22 offices) for this assessment. This geographic scope encompasses the headquarters in Taiwan, alongside operations across China, the United States, Germany, Japan, Singapore, Malaysia, Vietnam, India, and South Korea. In terms of the broader value chain, given that the environmental footprint of the IC design industry is predominantly concentrated in the upstream manufacturing phase, the Company strategically prioritized its management focus on critical production processes, including wafer foundry, packaging and testing, and memory manufacturing. Accordingly, the Company selected 8 Key Suppliers (representing wafer fabs, packaging and testing facilities, and memory manufacturers) as the primary subjects of our value chain assessment.



Analysis of Ecologically Sensitive Area Identification

In the “Locate” phase, Realtek adopted a core strategy of “Global Breadth, Local Depth” to systematically identify biodiversity risks associated with its operating footprint and value chain. The Company conducted geospatial (GIS) overlay analysis, mapping the exact coordinates of its direct operational sites and Key Suppliers against major international databases, including the World Database on Protected Areas (WDPA), the IUCN Red List of Threatened Species, and Key Biodiversity Areas (KBAs), to establish a global risk baseline. Furthermore, localized conservation indicators for Taiwan were integrated to accurately screen ecologically sensitive areas requiring management intervention. The spatial analysis of Realtek’s operational sites and Key Suppliers in relation to ecologically sensitive areas yielded the following results:

- Realtek Taiwan operational sites: None are located within legally designated ecologically sensitive areas; only one office site is located within a “National Ecological Green Network - Conservation Corridor.”
- Realtek overseas sites: 15 sites are outside of any internationally recognized ecologically sensitive areas, while 4 sites are located adjacent to such areas. As the activities at these sites have low environmental impact, their potential effects on surrounding ecosystems are assessed as minimal.
- Key Suppliers (Value chain): None are located within ecologically sensitive areas; one is situated adjacent to Shoushan National Nature Park, and another is situated within the “National Ecological Green Network - Conservation Corridor.” Supported by robust sustainability governance frameworks established by these Key Suppliers, the overall potential impact on natural ecosystems is assessed as low risk.

Distance from Ecologically Sensitive Areas	Realtek Operational Sites		Key Suppliers
	Taiwan	Overseas	
Located within an ecologically sensitive area	1 office Non-statutory conservation area [National Ecological Green Network – Conservation Corridor]	0	1 factory Non-statutory conservation area [National Ecological Green Network – Conservation Corridor]
0~2 km	1 office Non-statutory conservation area [National Ecological Green Network – Conservation Corridor]	4 offices	4 factories 1 site in Legally protected area [National Park] 3 sites in Non-statutory conservation area [National Ecological Green Network – Conservation Corridor]
2~5 km	7 offices / 1 factory	4 offices	3 factories
5~10 km	0	2 offices	0
10~25 km	0	2 offices	0
Over 25 km	0	2 factories / 1 office	0

Evaluate: Assessing Dependencies and Impacts on Nature

To comprehensively and objectively prioritize natural-related issues, Realtek has defined an assessment boundary that encompasses both its own operations and Key Suppliers. Leveraging internationally recognized methodologies, the Company adopted the Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE) tool and the World wide Fund for Nature (WWF) Biodiversity Risk Filter (BRF). By mapping its specific industry characteristics and business activities through these tools, Realtek systematically identifies and evaluates its potential dependencies on ecosystem services as well as its potential impacts on the natural environment.

Realtek and its Supply Chain's Dependence and Physical Risks Related to Nature

Category	Dependency Factor	Level of Dependency
Provisioning Services	Water Supply	Medium
	Water Resource Availability	Low to High
Regulation and Maintenance Services	Water Resource Quality	Medium
	Water Purification	Medium
	Water Flow Regulation	Medium
	Heavy Rainfall Mitigation	Medium
	Flood Peak Mitigation	Medium
	Extreme Heat	Low to Very High
	Tropical Cyclones	High
	Debris Flows	High
	Wildfire Hazards	Medium to High
	Air Quality Regulation	Medium to High

Impacts of Realtek and its Supply Chain on the Natural Environment

Category	Impact Factor	Level of Impact
Pollution/Pollution Removal	Discharge of Toxic Pollutants into Water and Soil	Medium to High
	General Pollution	Medium to Very High
Land Use/Development	Protected and Conserved Areas	Medium to High
	Key Biodiversity Areas	Medium
	Indigenous/Local Community Lands and Territories	Medium

Realtek is a fabless IC design company, with its operational footprint primarily consists of R&D centers and office facilities. Consequently, its direct dependencies and impacts on nature are inherently lower than the broader industry average. However, the degradation or disruption of the aforementioned natural capital and ecosystem services could pose material impacts to semiconductor supply chain continuity, production safety, and delivery stability. Accordingly, Realtek has prioritized these nature-related issues as a critical dimension for evaluating its entire value chain, with a strategic focus on key upstream suppliers. Moving forward, Realtek will integrate environmental monitoring data and existing nature-related disclosures from its Key Suppliers to conduct a more granular assessment of nature-related risks and opportunities. This data-driven approach will inform the development of robust, climate-resilient, and nature-positive management strategies. At the same time, the Company will collaborate with its supply chain partners and stakeholders to elevate the maturity of its natural capital and biodiversity management, ensuring robust alignment with international nature conservation and sustainable development frameworks.

2025 Environmental Conservation Highlights

Roots & Legacy: Learning from Old Trees



Project Investment

Since 2022, Realtek has continuously sponsored the OldTree Environmental Protection Foundation. Through this partnership, the Company has co-organized more than 77 sessions of the “Old Tree Story House” and “Happy Storyteller” programs, bringing interactive, nature-based guided reading experiences to over 3,270 schoolchildren.

Purpose and Actions

Realtek's commitment to environmental responsibility guides its long-term investments in environmental protection and education. Realtek partners with the Old Tree Environmental Protection Foundation (hereinafter referred to as the OldTree Foundation), which has long been devoted to the promotion of tree conservation education and natural heritage preservation. Through campus-wide initiatives, these programs continuously share the beauty of nature and the historical value of precious old trees with students.

Old Tree's “Happy Storyteller” Tree-Loving Campus Co-Learning Program will select storybooks aligned with the themes of tree care and conservation. Through guided learning activities, the program conveys the preciousness and value of trees, nature, and the earth to students, guiding and supporting them to discover natural treasures within the campus environment. This program is also a key initiatives under the fifth major theme, “Realtek Visionary Future and Creativity Hope Initiative,” of the “Realtek Charity and Sustainability Three-Year Plan (2024–2026).”



Realtek 2025 Water Resources Conservation Initiative



Special Project Planning

A total of 72 Realtek managers, employees, and interns participated in a one-hour environmental education lecture on water resources management, followed by a 3.5-hour field visit to the Hsinchu Science Park Bureau Wastewater Treatment Plant and the Toucian River Water Quality Ecological Management Zone to learn about the treatment processes for industrial and domestic water.

Purpose and Actions

Building on the ESG focus on water resources, Realtek launched themed training courses on water resources management to provide employees and interns with comprehensive knowledge. The program enables participants to: (1) learn about Realtek Semiconductor's water resources management practices; and, through the site visits, (2) understand industrial water treatment processes; and (3) explore domestic water treatment and related ecological conservation efforts.



CH4

Sustainable Value Chain

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Corresponding SDGs



Material Issues

Supply Chain Sustainability Management,
Materials Procurement, Customer Relationship
Management

Accomplishments at a Glance

- Supplier Code of Conduct Signing Rate: **100%**
- Tier-1 Key Supplier Biodiversity Assessment compliance rate: **100%**
- The proportion of non-conflict minerals used: **100%**
- Tier-1 Key Supplier Intellectual Property Rights Protection Policy compliance rate: **100%**
- Products that have obtained ISO 14067 carbon footprint certification: **100%**
- Tier-1 Key Supplier Information Security Management Policy compliance rate: **100%**
- Satisfaction rate based on customer satisfaction surveys: **94.4%**
- Developed the *Realtek Supply Chain Information Security Management Policy*
- Became a member of the Responsible Minerals Initiative (RMI)
- Processed **101** external ESG questionnaires through our dedicated response management system



Management Policy -----

Supply Chain Sustainability Management & Materials Procurement

Material Sustainable Issues ---

Supply Chain Sustainability Management

Materials Procurement

Negative Impact

- In 2025, there was no actual negative impact on supply chain sustainability management and materials procurement.
- Most of Realtek's Key Suppliers are all iconic partners in the semiconductor industry with comprehensive sustainability management mechanisms, resulting in a relatively low risk exposure. However, if the Company fails to effectively implement supplier due diligence management and raw material procurement risk control mechanisms, it may cause negative impacts on the local environment, labor rights, and product delivery schedules, ultimately affecting Realtek and its stakeholders at all levels. Through regular supplier evaluation mechanisms, contingency plans, and remedial measures, Realtek continues to strengthen supply chain management and effectively mitigate potential negative impacts.

Positive Impact

- Realtek actively promotes supply chain sustainability management and responsible materials procurement. Through Key Supplier management mechanisms, the Company continuously focuses on quality management, environmental protection, human rights protection, and sustainability. Furthermore, the Company requires and collaborates with suppliers to comply with relevant regulations and international standards, supervising suppliers through communication and engagement mechanisms to implement sustainability practices. At the same time, the Company attaches great importance to the management of critical materials and conflict minerals, strengthens supply chain transparency and risk control. By collaborating with supply chain partners to jointly enhance sustainability performance, the Company promotes supply chain stability and responsible sourcing, creating positive impacts for the Company's long-term operations and sustainable development.

Policy / Commitment

- Established a Supplier Sustainability Management Policy, incorporating ESG indicators into supplier evaluation and audit items
- *Realtek Supplier Code of Conduct*
- *Realtek Business Continuity Plan*

Management Responsibility/ Evaluation Mechanism

Supply Management Center

- The Supply Management Center regularly conducts supplier evaluations and meetings in accordance with relevant supplier management methods and procedures, and provides feedback in a timely manner. The results of supplier management are regularly reported to the executive management.

Communication/ Complaint Channels

- Please refer to [Stakeholder Engagement](#) and [CH4: Sustainable Value Chain](#) for detailed information.

Strategy/Goal

Short-term (1 year)

- Continuously track key suppliers' compliance with Realtek ESG management standards
- Continuously conduct regular supplier evaluations
- Continuously carry out due diligence investigation and management of conflict minerals
- Continually track Key Suppliers' carbon footprint data
- Establish systematic management of company-wide product carbon footprint information

Medium- to long-term (2-10 years)

- Refer to the RBA Code of Conduct, implement supplier ESG evaluation and supplier surveys, and continuously track the sustainable development performance of the supply chain
- Work together with the supply chain to set energy saving and carbon-reduction targets, cooperate with Key Suppliers to complete greenhouse gas inventory, carbon footprint and other carbon management projects
- Deepen regional strategic cooperation, continuously improve regional local procurement, mitigate carbon emissions generated by material transportation, and reduce environmental impact
- Continuously pay attention to supplier's biodiversity practices

Sustainability Contribution in 2025

- Attained a 100% signing rate for the Supplier Code of Conduct
- Achieved a 100% signing rate for the *Conflict Free Minerals Policy Statement*
- Ensured 100% of Tier-1 Key Suppliers met biodiversity survey criteria
- Sourced 100% of the mineral raw materials from RMI-conformant smelters
- Recycled and reused 100% of IC trays and anti-static boxes
- Completed carbon footprint data collection for 100% of Key Suppliers
- Required suppliers to adhere to the Intellectual Property Rights Protection Policy, in line with the Company's TIPS policy



Management Policy -----

**Customer Relationship
Management**

Material Sustainable Issues ---

**Customer Relationship
Management**

Negative Impact

- In 2025, there was no material negative impact on customer relations.
- Realtek maintains long-term partnerships with its key customers and has established a comprehensive customer relationship management mechanism, resulting in a relatively low incidence of negative impacts. Should customers lack sufficient understanding of the technologies and solutions provided by Realtek, or encounter issues during use without timely support, they might turn to alternative suppliers, affecting Realtek's market presence and reputation. To mitigate such risks, Realtek ensures timely support and resolution through regular satisfaction surveys, diverse communication channels, and rapid response mechanisms.

Positive Impact

- Realtek establishes a comprehensive customer relationship management system. Through diverse communication channels and efficient issue resolution, the company enhances customer experience and satisfaction. Strong customer relationships foster loyalty and reputation, thereby further expanding sales opportunities and strengthening market influence. Customer feedback also drives the improvements in R&D and service quality, enabling the development of long-term, stable, and mutually beneficial partnerships. Furthermore, Realtek engages in deep and ongoing collaboration with customers to explore sustainability trends and market opportunities, jointly advancing toward a future of inclusive and sustainable growth.

Policy / Commitment

- *Realtek Ethical Corporate Management Best Practice Principles*
- *Quality Management Commitment*

Management Responsibility/ Evaluation Mechanism

- Business Units and Quality Management Division**
- Customer satisfaction surveys are conducted annually to gather feedback and understand customers' requirements regarding Realtek's products and services.

Communication/ Complaint Channels

- Please refer to [Stakeholder Engagement](#) and [Customer Relationship Management](#) for detailed information.

Strategy/Goal

Short-term (1 year)

- Achieve a minimum 80% response rate and customer satisfaction level in satisfaction surveys
- Maintain 100% response rate for the "ESG Questionnaire Response Performance Management System"
- Continue to develop new products to deepen and broaden relationships with customers and partners
- Continue to implement various related quality management systems
- Enhance ongoing communication with customers regarding sustainable business development
- Collaborate with key customers to assist in integrating product logistics support systems and provide optimal marketing services to build customer trust and fulfill customer needs

Medium- to long-term (2-10 years)

- Sustain the response rate and satisfaction level from customer satisfaction surveys reached 80% or higher
- Develop AI functionalities for TVs, collaborating with customers to redefine televisions as central hubs for home audio-visual, entertainment, and information
- Continuously increase and stabilize product market share while maintaining excellent quality, and establish a global service and technical network
- Establish long-term, stable, and mutually beneficial partnerships with customers to achieve diverse and sustainable development

Sustainability Contribution in 2025

- Achieved a response rate of 85.7%, with satisfaction levels of 94.4% or higher in the customer satisfaction questionnaire, both meeting the annual targets
- Responded to 101 external stakeholders' ESG questionnaires via the dedicated ESG Questionnaire Response Performance Management System, achieving a 100% response rate
- Maintained TÜV Nord third-party assessment for the TISAX
- Maintained Dekra third-party certification for the Automotive Cybersecurity Engineering Management System (ISO/SAE 21434)
- Maintained ISO 13485 certification for the Medical Devices Quality Management System

4.1 Responsible Supply Chain

Realtek firmly believes that sustainable operation is a core value of its business. Therefore, it has integrated the three critical aspects of quality management, environmental protection, and sustainable development into its sustainable supply chain management strategy to ensure that both the company and its supply chain achieve sustainable development together. Realtek requires suppliers^{Note} to sign the *Realtek Supplier Code of Conduct*, periodically assesses their sustainability performance, and has established an annual ESG risk assessment mechanism for Key Suppliers. Considering the impact on society and natural resources, Realtek mandates that suppliers comply with relevant laws and standards and refrain from using raw materials sourced from Conflict-Affected and High-Risk Areas (CAHRAs). Through long-term partnerships and professional specialization, Realtek collaborates with its supply chain partners. In the spirit of corporate sustainability and in alignment with the SDGs, the company jointly establishes diverse global partnerships and taking concrete actions to fulfill its commitment to sustainable development.

Note: The term 'suppliers' in this chapter refers to outsourced processing suppliers (including foundries, packaging and testing companies, and memory manufacturers), excluding general service providers.



Supplier Code of Conduct

Realtek places great importance on responsible supply chain management and is committed to promoting safe working environment for its supply chain partners, ensuring workers are treated with respect and fairness, and upholding environmental protection and ethical standards. To this end, with reference to international standards such as the *Responsible Business Alliance (RBA) Code of Conduct*, the *United Nations Guiding Principles on Business and Human Rights* (UNGPs), the International Labour Organization's *Declaration of Fundamental Principles and Rights at Work*, and the *United Nations Universal Declaration of Human Rights*, the company has formulated the *Realtek Supplier Code of Conduct*. This code requires suppliers to fulfill their responsibilities across five key aspects: labor, health and safety, environment, ethics, and management systems. Suppliers are also required to fully comply with the laws and regulations of their respective countries or regions. Through this Code, Realtek communicates its stance on these five aspects and requires supply chain partners to jointly adhere to these requirements for responsible business practices.

In addition, Realtek has established the unified Supplier Management Guidelines, applicable to all suppliers, to ensure they meet basic management requirements in terms of quality, delivery, regulatory compliance, and ESG performance. Considering that non-Key Suppliers account for a relatively small share of total procurement and have limited impact on overall operations, Realtek, based on the principles of risk and materiality, focuses its management resources and enhanced assessment mechanisms primarily on Key Suppliers, while maintaining the integrity and effectiveness of overall supply chain management through a consistent set of policies and procedures.

Supply Chain Information Security and Privacy Protection

When onboarding new suppliers, Realtek requires all of them to sign the *Realtek Supplier Code of Conduct* - or provide their own corporate codes of conduct, the RBA Code of Conduct ^{Note} - and submit a Conflict-Free Minerals Declaration. This measure ensures the implementation of responsible supply chain management, demonstrates Realtek's firm commitment and proactive actions, and promotes adherence to the highest standards among supply chain partners in areas such as labor, health and safety, environment, ethics, and management systems. Considering that the supply chain has a significant impact on the environment in areas such as water resources, energy consumption, and greenhouse gas emissions, Realtek incorporates nature-related issues into the scope of supply chain management through the *Supplier Code of Conduct* and the supplier evaluation mechanism. In 2025, in terms of management systems, to address the management needs related to information security and privacy protection, Realtek incorporated requirements on "Information Security Management" and "Intellectual Property Protection" into the *Supplier Code of Conduct* and formulated the *Realtek Supply Chain Information Security Management Policy* to clarify the principles and requirements that suppliers must follow. These measures aim to enhance suppliers' capabilities in managing information security risks, ensure the security of Realtek's information assets and confidential information, reduce potential cybersecurity and information leakage risks that may arise during supply chain collaboration, and jointly strengthen the cybersecurity resilience of the supply chain. It was confirmed that in 2025, 100% of Realtek's suppliers complied with information security management requirements. Realtek had no new suppliers in 2025, and the signing rate of the *Realtek Supplier Code of Conduct* among existing suppliers was 100%. For the detailed contents of the *Realtek Supplier Code of Conduct*, please refer to the [Sustainable Value Chain on Realtek's official website](#).

Note: If the supplier has completed the Responsible Business Alliance certification, it is deemed to have signed the *Realtek Supplier Code of Conduct*.

RBA Code of Conduct		United Nations Guiding Principles on Business and Human Rights		ILO Declaration of Fundamental Principles and Rights at Work		UN Universal Declaration of Human Rights		
 REALTEK Realtek Supplier Code of Conduct								
Environment		Social		Economic				
Emissions/Pollution	Energy/ Water Resources	Labor Rights	Health and Safety	Ethics	Management System			
Environmental Permits and Reports	Water Resources Management	Freely Chosen Employment	Occupational Safety	Business Integrity	Company Commitment			
Pollution Prevention and Resource Reduction	Energy consumption and GHG emissions	Young Workers (Child Labor)	Emergency Preparedness	No Improper Advantage	Management Accountability and Responsibility			
Hazardous Substances		Working Hours	Occupational Injury and Illness	Disclosure of Information	Legal and Customer Requirements			
Solid Waste		Wages and Benefits	Industrial Hygiene	Intellectual Property Protection	Risk Assessment and Risk Management			
Gas Emissions		Humane Treatment	Physically Demanding Work	Fair Business, Advertising, and Competition	Improvement Objectives			
Substance Control		Non-Discrimination	Machine Safeguarding	Protection of Identity and Non-Retaliation	Training			
		Freedom of Association	Public Health and Accommodation	Health and Safety Information	Responsible Sourcing of Minerals	Communication		
					Privacy	Worker Feedback, Participation, and Grievances		
					Audits and Assessments			
					Corrective Action Process			
					Documentation and Records			
					Supplier Responsibility			
					Information Security Management			

Supply Chain Sustainability Management Procedures

Key Suppliers

To make supply chain responsibility management more representative, Realtek focuses its supply chain management efforts on “Key Suppliers.” In defining Key Suppliers, Realtek ranks its partners (including foundries, packaging and testing companies, and memory manufacturers) from high to low based on annual processing costs. The strategic partners whose cumulative amount accounts for the top 90% of outsourced processing costs are defined as Key Suppliers. Those accounting for the top 75% of outsourced processing costs are defined as “Tier-1 Key Suppliers.” “Key Suppliers” provide Realtek with crucial products, services, or materials, directly affecting Realtek’s product quality, production efficiency, and customer satisfaction, and they are vital to operational activities. In 2025, Realtek had a total of 27 Key Suppliers (comprising 8 Tier-1 Key Suppliers), including 6 foundries, 9 packaging companies, 5 testing companies, and 7 memory manufacturers.

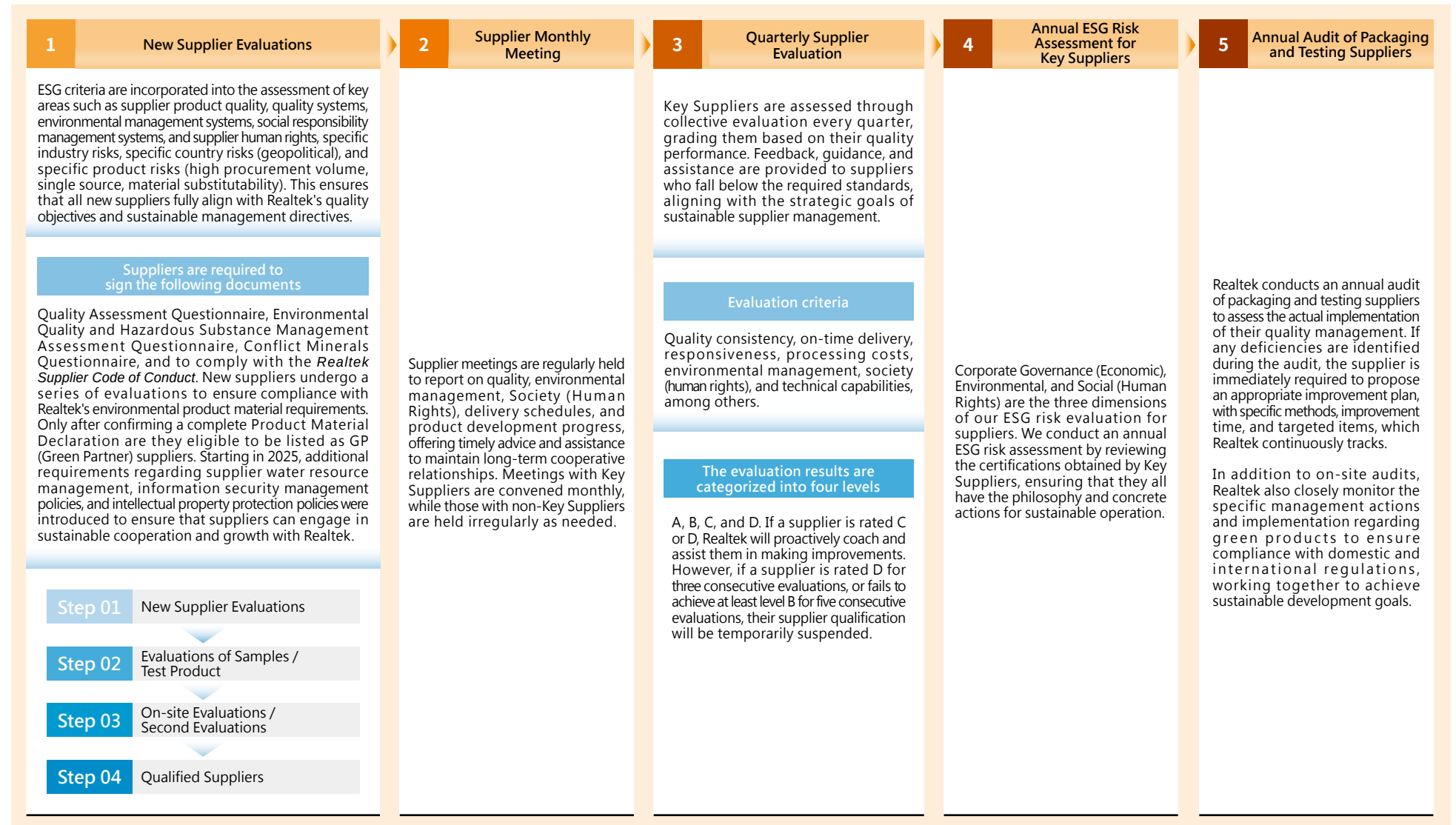
Key Suppliers play an important role in Realtek’s supply chain and are crucial to Realtek’s business operations and sustainable development. Realtek is committed to building long-term partnerships with Key Suppliers based on mutual trust, mutual benefit, and mutual assistance, to achieve success and long-term sustainable operations for both parties. Through rigorous management policies, Realtek ensures product quality and reliability, promotes technical cooperation and innovation, implements environmental and social responsibilities, and establishes stable supply and risk control mechanisms to maintain its R&D capabilities and competitive advantage. In the face of ever-changing market demands, Realtek collaborates with its Key Suppliers to integrate professional expertise and resources, safeguarding its brand reputation while jointly achieving mutual success and long-term sustainable operations.

Key Supplier Management Mechanism

As a leading supplier in the global semiconductor industry, Realtek works collaboratively with supply chain partners to build a responsible supply chain, which is one of the key indicators of Realtek’s sustainability management. Realtek has established management procedures for suppliers, such as *Supplier Evaluation Mechanism*, *Supplier Performance Rating Procedure*, and *Supplier Quality Audit Procedure*, and conducts supplier evaluations, audits, comparisons and other risk assessments. When entering into contracts, the procurement department requires suppliers to sign the *Realtek Supplier Code of Conduct* to ensure that suppliers understand and comply with the Company’s requirements and standards. Realtek, with its rigorous attitude and sustainable mindset, assesses and supports every partner in the supply chain, hoping to grow together with suppliers, strengthen corporate governance, care for and value their employees, enhance environmental protection awareness, and work together to create a sustainable business model.

To enhance supply chain stability and robust compliance, Realtek actively implements the Taiwan Intellectual Property Management System (TIPS). Through its supplier management mechanisms, Realtek requires partners to jointly comply with intellectual property protection and confidential information management policies to mitigate intellectual property risks across the value chain. To ensure the effective implementation of these management systems, the Company continuously provides information security training to procurement staff and other relevant employees, in order to enhance their awareness of supply chain sustainability risks and strengthen their management capabilities, thereby enabling them to guide suppliers in achieving high-quality sustainability performance.

· Key Supply Chain Sustainability Management Procedure



Annual ESG Risk Assessment of Key Suppliers

Realtek evaluates Key Suppliers' ESG risks based on three major dimensions: Corporate Governance, Environmental, and Social. A broad scope of management criteria aims to ensure that Key Suppliers embrace sustainable operations concepts and take concrete actions. Realtek envisions collaborating with supplier partners to build a sustainable business model.



Key Supplier Certifications in 2025

Dimension	Management Standards	Foundries		Packaging Companies		Testing Companies		Memory Manufacturers		Total	
		Companies	6	Companies	9	Companies	5	Companies	7	Companies	27
		Certified	Proportion	Certified	Proportion	Certified	Proportion	Certified	Proportion	Certified	Proportion
Governance	ISO 9001 Quality Management System	6	100%	9	100%	5	100%	7	100%	27	100%
	IATF 16949 Automotive Quality Management System	6	100%	9	100%	5	100%	4 ^{Note}	100%	24	100%
Environmental	ISO 14001 Environmental Management System	6	100%	9	100%	5	100%	7	100%	27	100%
	QC 080000/ SONY GP Hazardous Substance Management	6	100%	9	100%	5	100%	7	100%	27	100%
Social	ISO 45001 Occupational Safety and Health Management	6	100%	9	100%	5	100%	7	100%	27	100%
	RBA / SA8000 Social Responsibility Management	6	100%	8	88%	5	100%	7	100%	26	96%

Note: Excludes three design companies where IATF 16949 is not applicable.

Key Supplier ESG Risk Assessment Results in 2025

Realtek assigned a weighted score to the three dimensions of ESG and evaluated suppliers based on ESG certification obtained. Suppliers were classified into three levels: Green (80-100 points), Yellow (60-79 points), and Red (59 or below). If a Key Supplier is rated Yellow, Realtek actively provides guidance and assistance to help drive improvements and, where appropriate, offers professional resources; a Red rating will affect our evaluation of whether to continue the business relationship. In the 2025 assessment, all 27 Key Suppliers were rated Green, with no suppliers receiving Yellow or Red (failing) lights. Furthermore, none of our other suppliers had their business relationship terminated in 2025 due to failing the assessment. Overall ESG risk assessment results were satisfactory, with no suppliers identified as having a negative impact on corporate governance, environmental, or social aspects, reflecting the stable performance of our supply chain. To ensure the effectiveness of social responsibility governance in the supply chain, we continue to use the “Labor and Ethical Management Questionnaire” to monitor suppliers that have not yet obtained RBA/SA8000 certification, helping us identify their risk profiles and management maturity. Regarding RBA / SA8000 social responsibility performance, by maintaining rigorous oversight and compliance requirements in 2025, the overall compliance rate increased to 96% (up from 86% in 2024). This demonstrates the continuous enhancement of supply chain social responsibility governance, which aligns with company standards and customer expectations. In addition, the suppliers' compliance rate for ISO 45001 (occupational health and safety management) also rose to 100% (up from 93% in 2024), further reflecting the continuous strengthening of the supply chain's overall performance in workplace safety and employee health management.

To deepen its environmental responsibility and protect ecosystems, Realtek integrated biodiversity management assessments into surveys for its Tier-1 Key Suppliers. In addition to referencing the GRI 101 Biodiversity Standard, the Company also takes into account the biodiversity-related risk and impacts highlighted by international initiatives, such as the *Taskforce on Nature-related Financial Disclosures* (TNFD) and the *Kunming–Montreal Global Biodiversity Framework*. According to these frameworks, corporate impacts on biodiversity encompass not only habitat and species conservation, but also water use, pollution emissions, land use, and natural resource management. In alignment with these principles, Realtek has incorporated environmental management systems, natural resource management, and environmental impact control into its supply chain biodiversity management scope. This aims to strengthen suppliers' identification and management of their impacts on the natural environment. The 2025 survey results indicate that all eight Tier-1 Key Suppliers had established environmental management systems and implemented measures for energy conservation, carbon reduction, water resource management, or environmental protection. Therefore, 100% of Tier-1 Key Suppliers are already addressing biodiversity-related issues. In addition, some suppliers have further promoted facility greening, ecological landscaping, or habitat protection programs, indicating that the semiconductor supply chain is increasingly prioritizing the natural environment and biodiversity. Realtek will continue to encourage and support suppliers' participation in ecological restoration, tree planting, and carbon reduction initiatives, while regularly reviewing and evaluating their progress. Together with its supply chain partners, Realtek aims to actively protect ecosystems while pursuing growth and development, contributing to a sustainable future.

Realtek highly values suppliers' commitments and actions in biodiversity management and expects to jointly promote sustainable development through collaboration. The following are its expectations for Tier-1 Key Suppliers regarding biodiversity management:

- | | |
|---|--|
| Establish a biodiversity policy | Formulate guidelines and strategies for protecting biodiversity |
| Implement environmentally friendly actions | Minimize the impact on the ecological environment during operations |
| Promote restoration and conservation programs | Support habitat protection, greening initiatives, and marine ecological conservation |
| Ensure transparency and reporting | Regularly disclose the results and impact assessments of biodiversity actions |

Key Material Risk Management

As a key player in upstream IC design within the semiconductor supply chain, Realtek not only continuously mitigates the potential environmental and social impacts of its products through design and technological innovation, but also emphasizes the risk management of critical materials during the manufacturing process. For these critical materials, Realtek strengthens the control of its sourcing and usage through robust supply chain management mechanisms, including conflict minerals due diligence, supplier compliance requirements, and local procurement assessments. By systematically identifying and reducing material-related risks, the Company continuously implements responsible sourcing and drives the development of a sustainable supply chain.

Supplier's Business Continuity Plan (BCP)

Realtek has established the *Realtek Business Continuity Plan* and the *Foundry & Purchased Equipment & Outsourced Testing Capacity Disaster Recovery Plan*. Based on global market supply and demand, the company prevents and assesses the risk of material shortage and strategically adjusts the supply chain layout to ensure the continuous normal operation of the business and the sustainable development of the overall supply chain. At the same time, through a systematic supplier management mechanism, the company stabilizes the raw materials of products to avoid operational impacts caused by delivery delays, ensuring stable customer relationships.

Materials Procurement Issue Analysis and Management Measures

1	2	3
Issue Rapid changes in market demand and orders, unstable supply lead times, and unexpected events creating immediate supply pressure.	Issue Supply chain structural adjustments, escalating sustainability disclosure requirements, and resource/cost volatility.	Issue Climate change, geopolitical developments, and market structure shifts posing structural impacts on supply chain configuration and resource accessibility.
Management Measures Real-Time Data Monitoring and Early Warning - Integrate big data to obtain real-time visibility into changes in orders, inventory, capacity, and delivery lead times. - Systematically monitor abnormal situations to enhance rapid response capabilities.	Management Measures Institutionalization of Alternative Material Management - Incorporate alternative material assessment into routine management processes. - Review regularly material feasibility with engineering, quality, and manufacturing units.	Management Measures Supply Chain Resilience and Strategic Deployment - Incorporate supply source diversification and material flexibility into long-term supply strategies. - Support the Company's operational footprint and product strategy adjustments.
Workflow Automation - Automate high-frequency, repetitive tasks. - Streamline manual data consolidation and cross-department communication.	Optimization of International Supplier Approved Vendor List (AVL) - Continuously expand and review the structure of the international supplier AVL. - Enhance the diversification of supply sources to reduce regional concentration risks.	Ongoing Enhancement of Data-Driven Decision-Making - Continue to strengthen big data analytics and intelligent applications. - Build capabilities for long-term trend analysis and scenario simulation.
Short-Term Supply Allocation and - Leverage alternative materials and the Approved Vendor List (AVL)^{Note} to support real-time demand adjustments. - Reduce the operational impact of single-point supply disruptions. Note: The Approved Vendor List refers to the list of suppliers that have been formally approved by the Company. These vendors have passed rigorous review and evaluation within our supply chain and procurement management processes and are officially recognized as qualified business partners.	Risk-based Supplier Segmentation Management - Integrate supplier evaluation and operational data to identify items with medium or higher risk. - Utilize results as a basis for adjusting sourcing strategies and supplier collaboration.	Responding to International Sustainability and Climate Trends - Continue to monitor IFRS S2, climate-related disclosures, and supply chain management trends. - Use these as references for future optimization of supply chain management mechanisms.
	Process and System Integration - Promote cross-system data integration to enhance supply chain transparency. - Support medium-term capacity and inventory planning decisions.	Strengthening Governance and Organizational Capabilities - Strengthen cross-departmental governance and decision-making coordination mechanisms. - Enhance the organization's capacity to respond to long-term risks and transition issues.

Management of Key Materials

Production Plan and Supply Stability

Realtek actively selects and establishes long-term stable relationships with suppliers with stability, by setting up an effective Business Continuity Management plan with suppliers, jointly coping with potential risks, and promoting the integration and perfection of the supply chain upstream and downstream.

Maintaining Quality and Reliability

Through strict quality management processes and monitoring mechanisms, Realtek ensures that key materials meet quality standards to meet our requirements for product reliability.

Risk Management

Realtek, through understanding the supplier's own Business Continuity Management methods, periodically assesses the resilience and recovery ability of the supply chain to different risks and disasters, reducing potential operational risks. In addition, in order to reduce risks and uncertainties in the supply chain, Realtek has established a second supplier mechanism, which can quickly maintain stable supply by the second supplier when the main supplier cannot provide the required products or services, to avoid production interruptions or supply shortages.

Conflict-Free Mineral Policy

In order to strengthen the human rights management in supply chain, Realtek has required suppliers to sign a *Conflict Free Minerals Policy Statement* since 2010. Realtek also follows the due diligence procedures outlined by the Organization for Economic Cooperation and Development (OECD) to ensure that the materials used in the products provided by suppliers do not come from conflict-affected and high risk areas (CAHRAs).

Realtek utilizes the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) issued by the Responsible Minerals Initiative (RMI) to continuously conduct due diligence on conflict minerals including tin, tungsten, tantalum, gold, cobalt, and mica. This process ensures that the mineral sources are in compliance with smelters, refiners, or countries recognized by the RMI. Through the automated supplier conflict minerals reporting system, the Company requires suppliers to regularly update their information, enabling responsible departments to effectively access and monitor comprehensive information. In 2025, 100% of the suppliers submitted conflict minerals-related information through the management system in full compliance with RMI requirements. If suppliers fail to complete the required reporting by the deadline, or if their submitted information does not meet the relevant standards, the Company will actively follow up and issue reminders through automated system notifications and direct contact. Where necessary, the Company provides reporting guidance and support to ensure data completeness and compliance. In addition, Realtek proactively joined the Responsible Minerals Initiative (RMI) as a formal member in January 2026. By actively participating in this international initiative and leveraging its management resources, the Company ensures that its products are not manufactured using conflict minerals.

Supplier Conflict Mineral Reporting System

Upload the CMRT and EMRT issued by RMI

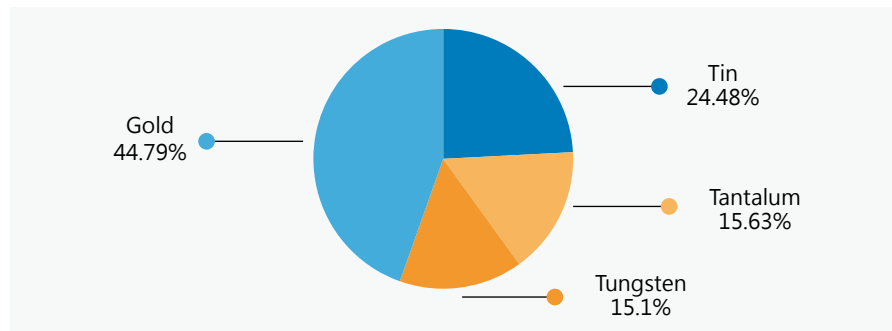
The system automatically compares the uploaded CMRT and EMRT to RMI-recognized supplier list to ensure compliance

Generate the conflict minerals report

Notify each responsible unit to perform supervisory management

Realtek uses tin, tungsten, tantalum, and gold from 192 smelters in 37 countries. 100% of its suppliers use smelters with RMI certification. The company prohibits minerals from non-government, or illegal military factions in areas or neighboring countries controlled by the Democratic Republic of the Congo. In the future, Realtek will continue to refrain its suppliers from procuring any conflict minerals as part of our commitment to supporting human rights and sustainable operations. This will completely prevent the use of conflict minerals that come from areas associated with serious human rights abuse, illegal trade, or the financing of violence.

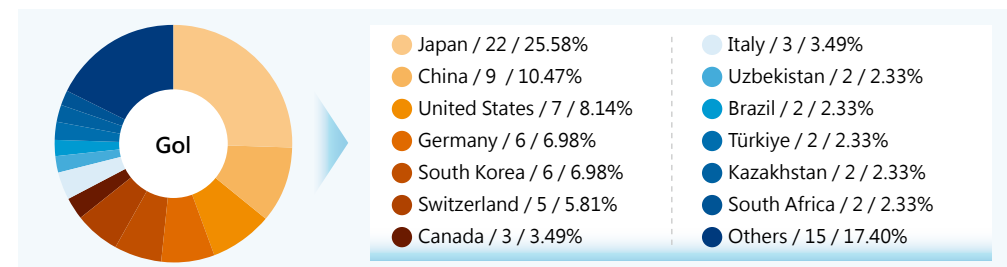
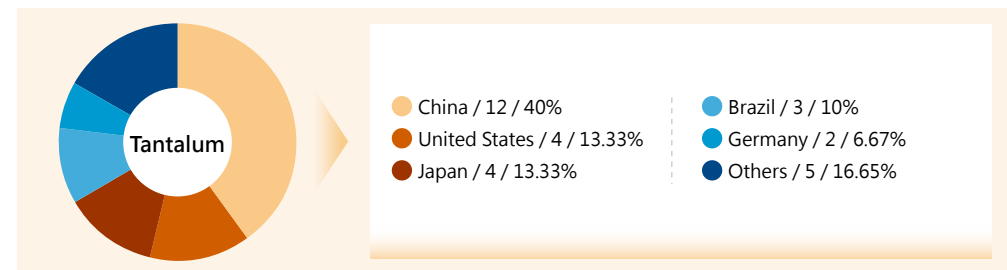
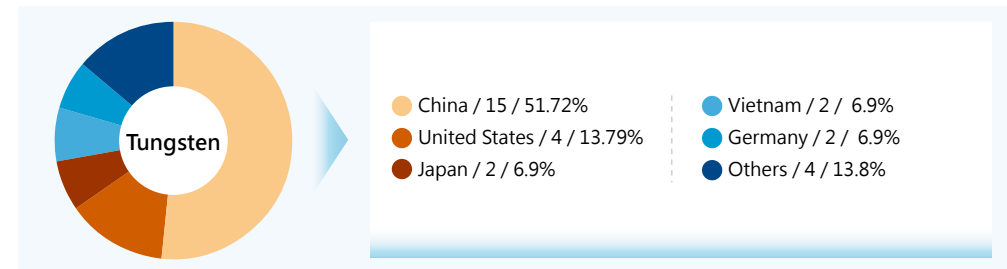
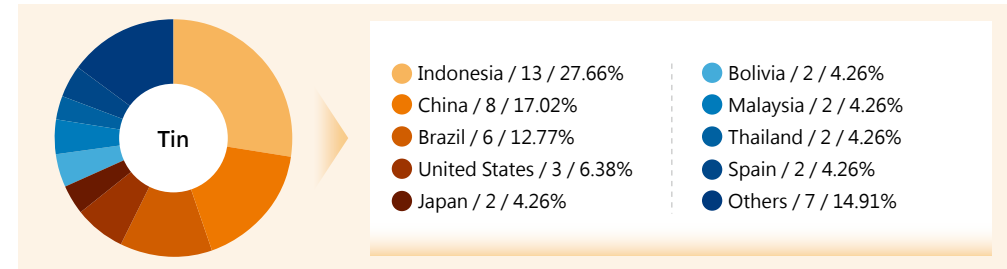
· CMRT Smelter Ratio



Survey Items	RMI Certified				EMRT	
	CMRT				Cobalt	Mica
Mineral Type	Tin	Tungsten	Tantalum	Gold		
Number of Smelters by Type	47	29	30	86	48	0
Total Smelters	192				48	0
Number of RMI Certified Smelters	192				48	0
Certified Rate	100%					
Smelter Countries, by Type	16	9	10	28	15	0

Note: CMRT v6.4 (Conflict Minerals Reporting Template) and EMRT v1.3 is issued by the Responsible Minerals Initiative (RMI).

· Distribution of the Four Major Mineral Resources in Realtek Products



4.2 Promoting Green Supply Chain

Carbon Reduction Management of Key Suppliers

Realtek is committed to mitigating the impact of climate change, working with supply chain partners to continuously improve low-carbon operational capabilities. In order to achieve the goal of reducing greenhouse gas emissions, Realtek requires Key Suppliers partners to commit to reducing carbon intensity by at least 2% annually, regularly tracking and reviewing the carbon reduction measures taken by Key Suppliers, and working closely with Key Suppliers to jointly promote the carbon reduction process.

The following are Realtek's requirements for Key Suppliers in terms of carbon reduction measures:

- Suppliers achieve an annual carbon intensity reduction of 2% or above.
- Suppliers continue to obtain ISO 14001 environmental management system certification.
- Suppliers continue to obtain ISO 14064-1: 2018 management system for GHG emissions inventories certification.
- Encourage Key Suppliers to use renewable energy.
- Suppliers incorporate climate risks into their Business Continuity Plan (BCP).

Lifecycle and Product Carbon Footprint

In 2024, Realtek fully launched the systematic product carbon footprint modeling and management initiative, covering greenhouse gas emissions across all stages, including raw material procurement, manufacturing, packaging, testing, and transportation. With the guidance of external consultants, the Company obtained a third-party verification statement for the ISO 14067 product carbon footprint covering all products. Entering 2026, Realtek continues to successfully maintain this certification. By accurately identifying carbon emission hotspots across the entire product lifecycle, Realtek collaborates with Key Suppliers to continuously optimize production and supply chain processes. This approach not only meets customer demand for low-carbon products but also drives the semiconductor industry toward a more environmentally friendly and sustainable future.

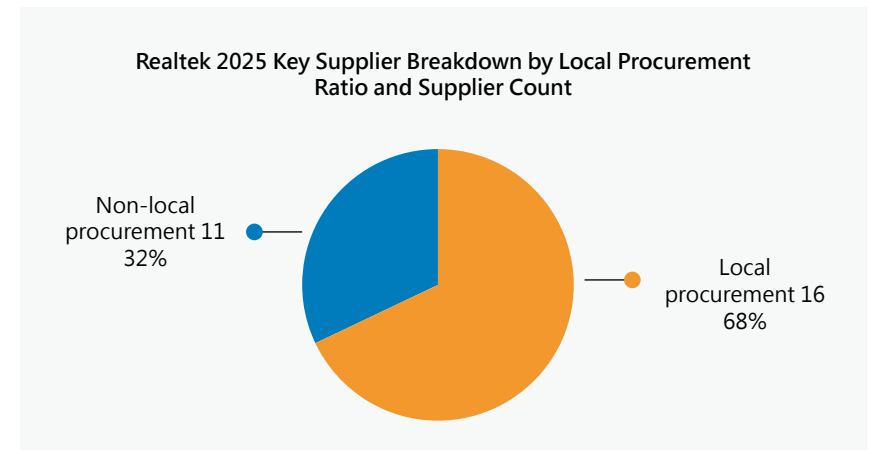


ISO 14067 Product Carbon Footprint

Validity Period: 2024.5.4~2026.5.3

Local Procurement

Realtek adheres to the spirit of local procurement, reducing logistics and transportation costs, and reducing carbon emissions from long-distance or air transportation. This also helps to reduce the risks and uncertainties in the supply chain. In 2025, Realtek maintained 68% local procurement across 27 Key Suppliers.

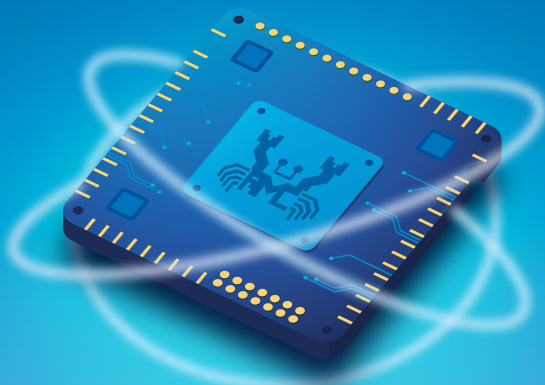


Packaging Recycling

Considering the negative environmental impact of discarded packaging materials, Realtek promotes and implements a circular packaging program for its supply chain. For cassettes, IC trays, and electrostatic discharge (ESD) boxes used to transport semi-finished and finished products, contracted processing suppliers are responsible for coordinating with professional cleaning service companies to collect, clean, and recondition materials. After cleaning, these materials are 100% reused. This practice reduces the use of single-use packaging and proactively prevents waste generation. This initiative reinforces Realtek's commitment to environmental responsibility and the development of a sustainable, circular supply chain.



IC Packaging Recycling Process



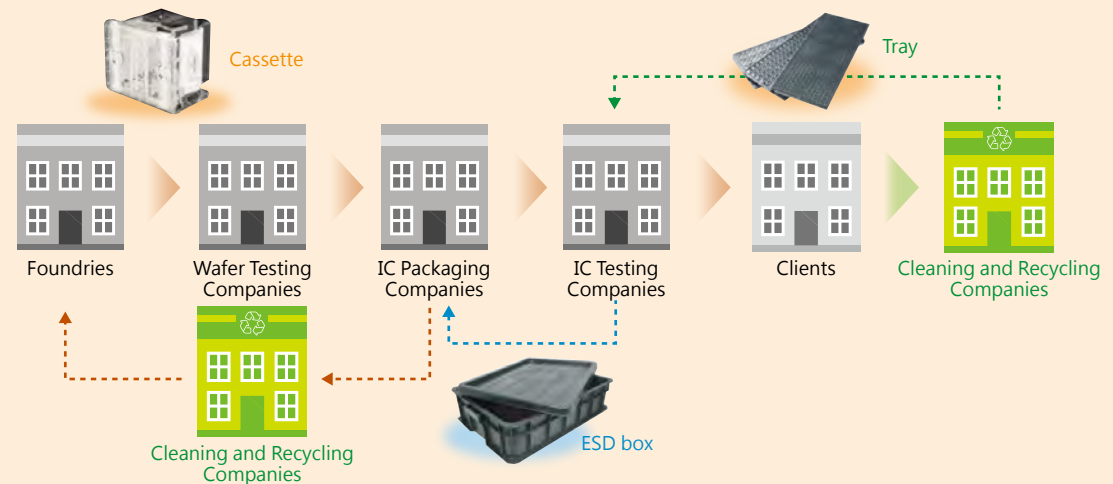
An electrostatic discharge (ESD) box is a container designed to hold IC trays, offering anti-static protection and suitable for use in various settings such as cleanrooms, shipping, and point-to-point transfers. Realtek has implemented a standardized daily collection and recycling process for ESD boxes, reducing the use of single-use packaging materials.

The actual recovery steps are described as follows:

Warehouse personnel remove the IC trays from ESD boxes outside the cleanroom and deliver them to the production line for testing

ESD boxes are then collected outside the cleanroom and centrally managed by warehouse personnel in accordance with the labeling provided by the ESD box manufacturer

ESD boxes are collected by the packaging companies' logistics vehicles and returned to the packaging companies for circular use on a daily basis.



4.3 Product Quality Management

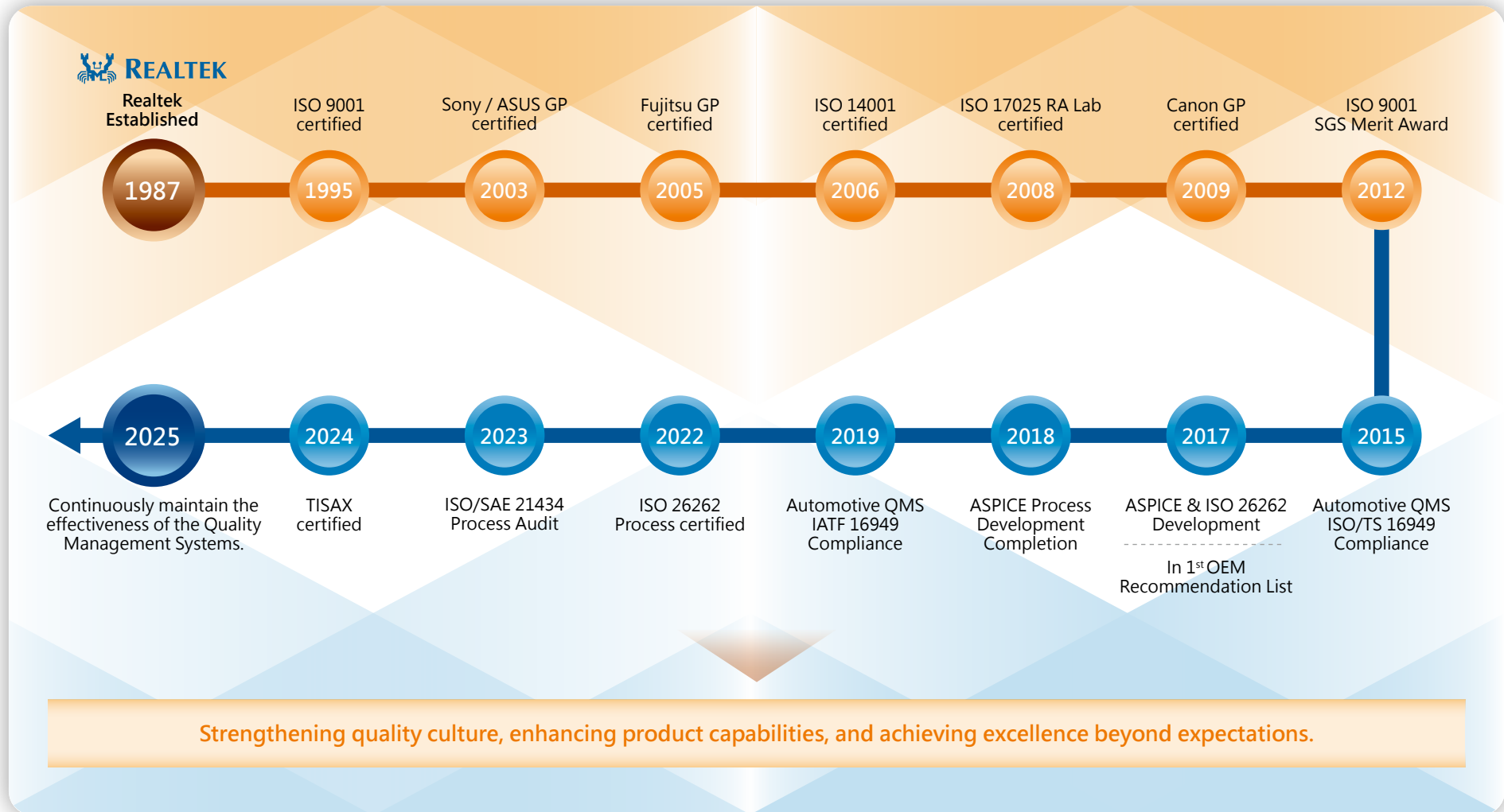
Quality Policy



It is the responsibility of Realtek to continuously satisfy customers' needs with innovative products and services.



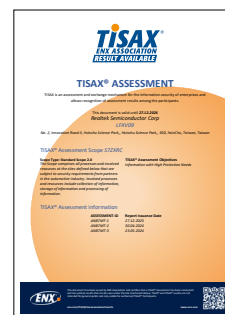

· Quality Management System Requirements Milestones



Product Quality and Safety Management

Realtek values the needs and feedback of its customers and has established a rigorous quality management system. In 1995, Realtek led the industry by becoming the first IC design house in Taiwan to achieve ISO 9001 Quality Management Systems certification, and it continues to actively expand product applications and enhance its quality system. In 2008, to enhance the durability and reliability of its IC products, Realtek obtained ISO 17025 Laboratory Quality Management System certification. Through stringent reliability testing procedures and advanced inspection techniques, the company tests and simulates product lifespan under consumer usage scenarios and analyzes their tolerance in extreme environments. The company also conducts comprehensive assessments of the product's performance under various operating conditions. By leveraging these testing procedures and inspection techniques, the company ensures that all products meet the highest quality standards before shipment.

Since 2015, Realtek has consistently planned and implemented various quality management systems and processes to meet the application requirements of products across different fields. The Company places strong emphasis on safety, environmental protection, and user health throughout the product design and development stages. For example, in the case of automotive products with exceptionally high safety standards, Realtek has obtained ISO 26262 certification for functional safety in road vehicles, passed the external audit of the IATF 16949 Automotive Quality Management Systems, and achieved Automotive SPICE (ASPICE) compliance for embedded software development. In 2024, Realtek further obtained TISAX (Trusted Information Security Assessment Exchange) and ISO/SAE 21434 Cybersecurity Engineering certifications, along with ISO 13485:2016 certification for Medical Device Quality Management Systems. The Company will continue to deepen its R&D efforts and rigorously implement quality management practices to ensure that products across all domains consistently maintain the highest quality over the long term. In 2025, Realtek fully complied with all health and safety regulations pertaining to its products and services.



TISAX certificate
Trusted Information Security
Assessment Exchange
Valid until: 2026.12.27



ISO/SAE 21434
Cybersecurity
Engineering
Valid until: 2027.07.03



ISO 13485: 2016
Medical Device Quality
Management Systems
Valid until: 2027.11.05

Product Material Regulations/Specifications	Realtek Management Achievements
HF	In 2017, the company completely phased out halogenated products, achieving 100% halogen-free status.
RoHS	No EU RoHS exemption clauses are applied, ensuring 100% compliance with lead-free requirements.
SONY SS00259	As a certified SONY Green Partner, Realtek's environmentally friendly products fully comply with SONY's material requirements.

Regarding environmental protection and user health, Realtek sets stringent standards for the raw materials used in production and rigorously adheres to the various environmental and quality requirements established by international initiatives. This approach ensures that its products do not contain components harmful to human health or detrimental to the environment. Realtek maintains the effectiveness of its Environmental Management System (ISO 14001:2015) and continuously enhances the green design of its products across their entire Product Life Cycle to minimize negative environmental impacts and improve overall environmental performance. Furthermore, the Company is committed to complying with international environmental regulations and securing certifications for green raw materials and products. By 2017, Realtek has successfully phased out all halogen-containing products, achieving 100% compliance with lead-free and halogen-free standards, as well as hazardous substance requirements stipulated by the EU and Japan for the electronics industry. The Company also complies with the EU's Restriction of Hazardous Substances (RoHS) Directive. Over the past six years, Realtek has not incurred any fines related to violations of hazardous substances in its products.

Product Return, Replacement, and Complaint Handling Mechanisms

To ensure product quality while maintaining a high standard of customer service, Realtek has established comprehensive product return, replacement, and complaint handling mechanisms as a key component of its sustainable value chain. If issues such as compatibility concerns, inventory allocation/logistical issues, insufficient testing, or other factors affecting normal product use arise during customer usage, the Company will, upon mutual confirmation, initiate Return Merchandise Authorization (RMA) procedures in accordance with established processes to promptly respond to customer needs and minimize operational impacts.

Regarding customer complaints and feedback, Realtek has established clear communication channels and internal coordination mechanisms. Relevant units are responsible for case handling, root cause analysis, and follow-up improvements, while cross-functional collaboration ensures effective resolutions and timely responses. Insights and feedback are further integrated into product design, testing, and quality management processes, serving as a key foundation for the continuous improvement of products and services.

Through systematic return, replacement, and complaint handling mechanisms, Realtek not only reduces product risks and quality disputes but also strengthens long-term customer relationships. This demonstrates a strong commitment to product responsibility, service quality, and customer trust, while continuously enhancing the stability and reliability of its overall sustainable value chain. In addition, Realtek recorded ZERO product recalls in 2025, indicating that its quality management and customer feedback mechanisms are highly effective in risk prevention and control.

Customer Relationship Management

Realtek Customer Rights and Interests Policy

Realtek highly values the rights and interests of every customer:

- 01 Realtek is committed to providing high-quality products and services that fully comply with applicable international laws, regulations, and industry standards.
- 02 Realtek is committed to strictly protecting customer data and confidential business information, to ensure robust information security.
- 03 Realtek actively responds to customer needs and feedback by providing customer service and technical support channels to address customer complaints, continuously enhancing overall customer satisfaction and fostering long-term partnerships.

Realtek's *Ethical Corporate Management Best Practice Principles* incorporate provisions to prevent any harm caused by its products or services to stakeholders, with the goal of safeguarding the rights, health, and safety of consumers and other stakeholders from direct or indirect impact. Customer satisfaction is a crucial foundation for enhancing customer relationships. Realtek listens to and discusses customer needs, expectations, and feedback through online and in-person meetings or visits, engaging in continuous professional communication with customers. The company collects feedback through systematic customer satisfaction surveys, which are carefully reviewed to understand their opinions. The company proactively reaches out to customers to provide explanations and understand the underlying reasons for their feedback, actively grasps customer and market needs, and closely align these insights with its R&D and innovation goals. Furthermore, individualized customer survey reports are generated on a case-by-case basis and submitted to relevant managers for review and approval, serving as a reference for quality enhancement and customer relationship development.

· Customer Relationship Management / Complaint Handling Process



An annual customer satisfaction surveys is conducted to understand customer feedback and requirements for Realtek's products and services. Customer suggestions for product optimization are carefully reviewed, and relevant improvement plans are developed. In 2025, Realtek collected a total of 72 customer satisfaction questionnaires (with a total response rate meeting the annual target of 85.7%), among which 94.4% of customers rated Realtek's overall performance as satisfactory or above. In addition to the satisfaction survey system, customers can also submit their needs and feedback through various channels, such as product technical support mailbox and customer service window. Once the case is filed, Realtek proactively contacts the customer and understands the problem in detail. For technical issues, Realtek assists customers in immediately contacting the global distributors and FAE (Field Application Engineer) resource team to confirm the actual situation of the problem and design experiments. Through cross-departmental collaboration mechanisms, the abnormal conditions on product platforms are discovered in time, and Realtek's professional software and hardware engineering team provide rapid support, gather customer feedback, propose the most effective solutions, and implement corrective actions and improvements.

Moreover, Realtek launched the "ESG Questionnaire Response Performance Management System" in 2023. Through the electronic platform and system database, the ESG Center at Realtek has control over the ESG survey and questionnaire requirements of external stakeholders such as customers and institutional investors. In coordination with various responsible units, the company responds to the questions of stakeholders and promotes sustainable actions. Realtek actively responds to external expectations regarding its sustainable development, identifying material issues and the direction for sustainable business development accordingly. In 2024, Realtek further integrated AI applications into the ESG Questionnaire Response Performance Management System to optimize the efficiency, accuracy, and consistency of responses to external customers. Simultaneously, through gap analysis and tracking and improvement procedures, the Company continuously enhances its sustainable development. In 2025, the Company responded to a total of 101 ESG questionnaire surveys requested by external stakeholders.

Realtek's customer relationship management not only focuses on the promotion of products and technology, but also values the establishment of long-term, robust, and mutually beneficial relationships. Through effective communication and interaction, the Company collaborates with customers to explore corporate social responsibility initiatives and market opportunities, jointly realizing a diverse and sustainable future.

CH5

Inclusive and Happy Workplace

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Corresponding SDGs



Material Issues

Talent Recruitment and Retention, Talent Development and Cultivation, Human Rights Management



Accomplishments at a Glance

- Established an Employee Stock Purchase Plan (ESPP) to share business achievement
- Achieved a **12.96%** increase of average hours of training per employee compared to 2024
- Selected as a Constituent Stock in Taiwan High Compensation 100 Index for **9 consecutive years**
- Recognized as 2025 "**Happy Enterprise**" **Gold Award** by 1111 Job Bank
- Recognized as an Outstanding Employer for Research and Development Substitute Services for **5 consecutive years**
- The overall employee engagement rate in the 2025 Employee Engagement Survey reached **86.2%**
- Launched Innovative Health Check-up Projects: **4,585** individuals examined, achieving a **91.2%** completion rate



Management Policy-----

Talent Recruitment and Development

Material Sustainable Issues ---

Talent Recruitment and Retention

Talent Development and Cultivation

Human Rights Management

Negative Impact

- In 2025, the Occupational Safety and Health Center dealt with five reported cases of workplace misconduct. All cases were formally filed and resolved, ensuring that there were no adverse effects on our efforts in talent recruitment and development, as well as human rights management.
- Talent is Realtek's most crucial core asset. Strong corporate competitiveness, attractive compensation and benefits, human rights protections, a healthy work environment, organizational culture, and effective management collectively create competitive advantages for attracting talent and support the implementation of comprehensive talent acquisition strategies; conversely, shortcomings in these areas undermine recruitment effectiveness. Talent retention and development are vital strategies for sustaining competitiveness. If the Company fails to provide sufficient professional training and facilitate cultural integration after hiring, it may hinder the integration of talent capabilities, the development of employees, and the advancement of the organization, making it difficult for the Company to build a long-term and comprehensive competitive advantage and even creating a risk of high employee turnover. At the same time, the Company must continually adjust internal talent management policies, including competitive compensation and benefits, effective performance management policies, and opportunities for talent development and promotion. These adjustments must consider environmental status, organizational development status, talent psychological status, and competitor strategic measures. If talent development and retention strategies fail, it will be difficult to improve employee engagement and retention rates, adversely affecting the Company's next-stage expansion and sustainable

Positive Impact

- Realtek is committed to establishing a comprehensive advantage in talent attraction by providing fair and open opportunities for employment and talent development. For recruitment, Realtek actively sets up recruitment channels both domestically and internationally, and has developed a robust internal employee referral system. Over the years, Realtek has maintained a strong presence on campuses, recruiting fresh graduates into the IC design industry. In terms of talent development, Realtek's education and training system, constructed through the six colleges of Realtek Corporate University, offers diverse, immediate, and well-structured professional education and training. This system helps employees enhance innovative R&D, organizational development, and management knowledge across various fields. Realtek emphasizes personalized course planning for job development, enhancing professional and managerial competencies, and actively cultivates internal successor talents in various specializations. This approach creates a win-win alignment between the organization and its talents, continuously strengthening overall organizational competitiveness. Through strategic and proactive talent cultivation and development, combined with a comprehensive employee relationship experience and human rights protection framework, Realtek successfully achieves high rates of talent attraction and retention. The Company's strong operational performance, competitive compensation and benefits policies further solidify its image as a desirable employer in both academic and professional job markets, promoting organizational cohesion and a strong commitment to continuous development.

Policy / Commitment

- Realtek regularly reviews and oversees its human resource goals, strategies, and human rights policies, fostering continual transformation of human resources and strategic service management. We are committed to cultivating an equal, inclusive, and diverse workplace. Through robust training and welfare framework, the Company establishes a supportive work environment and strong employee relations. This foundation promotes sustainable human capital development and enhances knowledge collaboration, service interaction, and growth momentum among all Realtek employees.

● *Realtek Semiconductor Human Rights Policy*

● *Realtek Semiconductor Labor Policy*

Management Responsibility / Evaluation Mechanism

Human Resources Management Department, Managers of individual departments

- Regularly convene human resources strategy meetings, regularly review employee turnover rates, employee communication, post-course feedback and assessments, the performance of employee performance appraisal mechanisms, annual employee engagement surveys, and human rights due diligence

Communication / Complaint Channels

- Please refer to [Stakeholder Engagement](#), [Section 5.1: Human Resources](#), [Section 5.4: Human Rights Management](#) and [Section 5.5: Employee Care and Benefits](#) for detailed information

Strategy/Goal

Short-term (1 year)

- Continuously increase the average training hours for all employees, ensuring that the average remains above 20 hours per employee
- Maintain the annual employee turnover rate below 7%

Medium- to long-term (2-10 years)

- Expand recruitment channels to attract diverse talents and optimize the workforce structure
- Continuously expand talent training programs to foster organizational innovation, team collaboration, and sustainable talent development
- Continuously provide a competitive compensation framework, incentive mechanisms, and comprehensive employee benefits programs
- Implement RBA VAP certification

Sustainability Contribution in 2025

- The average training hours per person were 21.35 hours, a further increase of 12.96% from the previous year
- The employee turnover rate for 2025 was 5.50%
- More than 500 employees were promoted through internal career development and training, encompassing talent across all professional functions
- Recognized as 2025 "Happy Enterprise" Gold Award by 1111 Job Bank
- Honored as an Outstanding Employer for Research and Development Substitute Services for 5 consecutive years

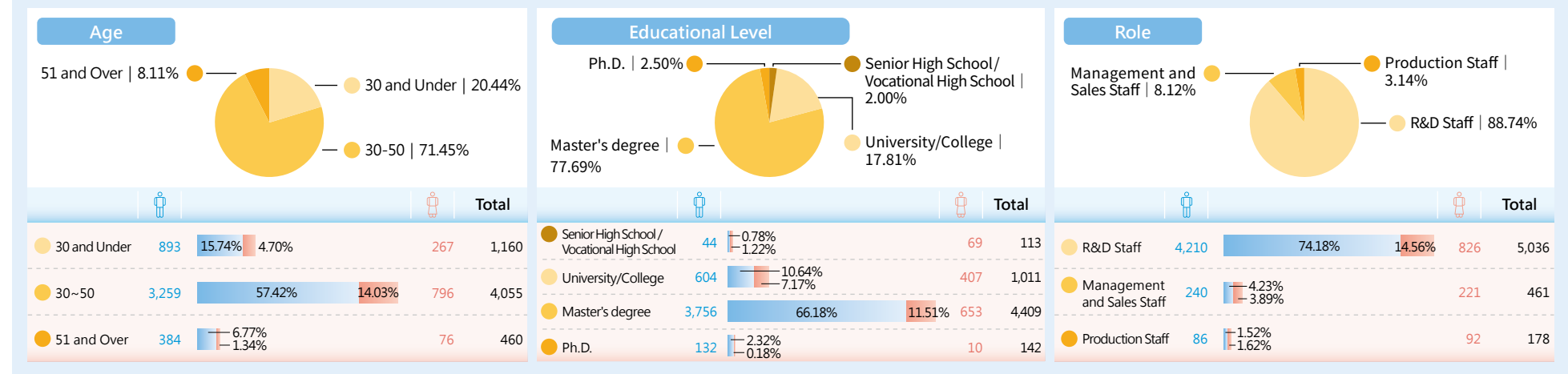
5.1 Human Resources

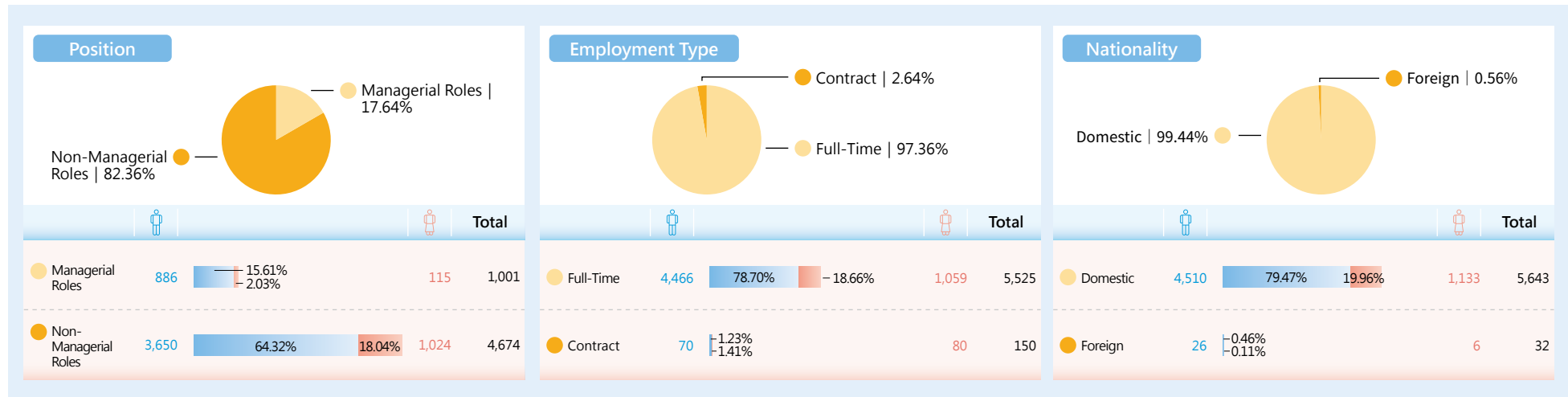
Realtek is a knowledge-driven and innovation-led IC design enterprise, where professional talent form the key asset driving our sustainable operations and core competitiveness. Monitoring changes in the professional talent market closely, we employ fair and objective selection mechanism to welcome outstanding talents to join the Crab Family. The Company respects distinct work traits and capabilities across diverse technical fields, ensuring proper alignment of roles and responsibility. Furthermore, we provide continuing learning environment that empowers all employees to fully leverage their professional skills and competencies, collectively advancing Realtek's sustainable operational development. Realtek firmly believes that its comprehensive talent development framework enables organization-wide engagement and fosters the robust innovative growth and service momentum of the Crab Family. With this foundation, Realtek continues to drive R&D breakthroughs and maintain its leadership in the IC design industry through excellent quality, proactive speed, and in-depth services.

Talent Structure

At Realtek's operating sites in Taiwan in 2025, the total number of employees was 5,675, comprising 5,525 permanent employees and 150 contract employees, with foreign employees accounting for approximately 0.56% of the workforce. In terms of workforce composition, high-level professionals holding master's or doctoral degrees accounted for 80.19% of the total, demonstrating the Company's strong R&D and technical expertise. In terms of gender distribution, male and female employees accounted for 79.93% and 20.07%, respectively. Compared to the previous year, the number of permanent employees and the indicators for gender metrics all showed steady growth. Over the last 5 years, there have been no significant changes in workforce composition resulting from major mergers, acquisitions, or layoffs.

Realtek Workforce Structure in Taiwan, 2025





- Note:
- Headcount reference date is December 31, 2025, and the data source is the Human Resources Management System; employee headcount calculations exclude interns whose internship duration is two months.
 - Realtek does not have temporary or part-time workers, nor does it employ workers without guaranteed working hours.
 - In the position category, "Managerial Roles" are people in the rank of deputy manager or above (excluding project managers).
 - Percentage of people in each group = Number of people of the designated gender in the group/ total number of people in the category.

Diverse Workforce

Realtek Employee Diversity Policy

01 Realtek prohibits any form of discrimination in recruitment, management, performance review and all other aspects of employment, including discrimination based on race, color, nationality, age, gender, sexual orientation, disability, pregnancy, religion, political affiliation, union membership, marital status, veteran status, or any other status protected under applicable local laws; Realtek shall also provide employees with appropriate spaces to conduct religious activities.

02 Realtek respects the fundamental human rights of all employees and does not permit any unreasonable or inhumane management practices, including any form of violence, sexual violence, sexual harassment, sexual assault, corporal punishment, psychological or physical coercion, bullying, public humiliation, or verbal abuse.

03 Any unlawful discrimination is strictly prohibited, and equal and safe opportunities shall be ensured for work, performance evaluation, promotion, rewards, and access to training and development.

04 Realtek promotes pay equity and does not differentiate compensation standards on the basis of gender, race, or age. Pay equity is fully implemented to maintain a fair remuneration system.

05 Realtek values inclusion and the protection of fairness. All employees shall make every effort to treat all counterparties fairly and shall not discriminate against or exclude any person on the basis of gender, race, religion, political party affiliation, sexual orientation, nationality, or age, so as to jointly create a fair and friendly organizational environment.

Realtek is committed to cultivating a workplace of gender equality, diversity, and inclusion, and prohibits any differential treatment based on race, ethnicity, color, nationality, religion, gender, or age. Regarding the gender ratio, due to the nature of the industry and the talent pool in STEM fields, the overall gender composition of our workforce is predominantly male. As of 2025, female employees constituted 20.07%, representing an increase compared to the previous year. Among the managerial roles, female managers accounted for 11.49%, a notable increase from the previous year. In 2025, foreign employees comprised 0.56% and employees with disabilities comprised 0.9% of our workforce. Realtek will actively create a more diverse, friendly, and inclusive work environment to attract a wider range of professional and diverse talent, thereby enhancing its organizational development opportunities and competitiveness.

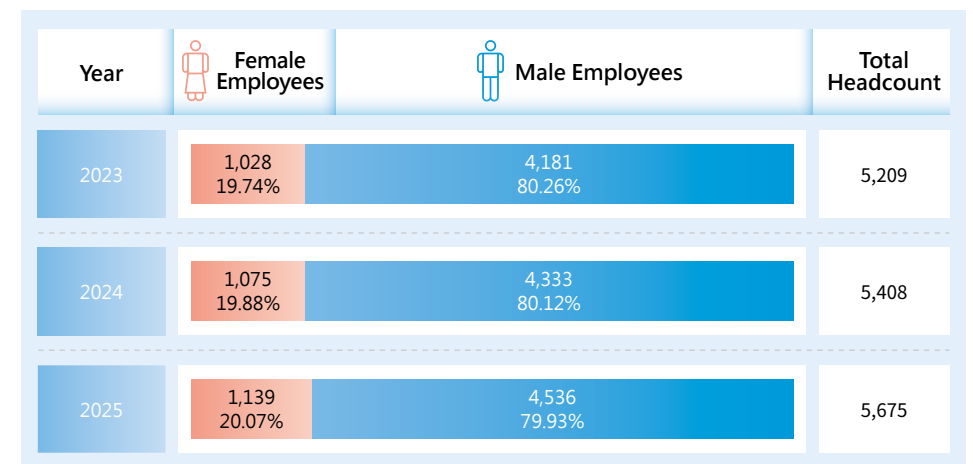
Performance Indicators	2025 Status	Targets
Percentage of female employees	20.07%	- We continuously monitor the proportion of female employees, particularly in technical R&D positions. In 2025, women accounted for 16.4% of our technical R&D workforce, which falls within the median range of the share of female technical talents in the global semiconductor industry ^{Note}. - Note: According to the Global Semiconductor Alliance (GSA) "Women in the Semiconductor Industry 2023 Report," the median range for female technical talent across global semiconductor companies is 10–19%.
Percentage of female managers	11.49%	On the basis of fair performance evaluation, we continue to monitor the proportion of female managers and enhance women's influence across all management levels.
Percentage of employees with disabilities	0.9%	Target: Employees with disabilities to account for 1% of total employees. Implementation Measures: To promote the employment of persons with disabilities, Realtek continues to cooperate with government agencies, providing appropriate job opportunities through mechanisms such as participating in employment policy seminars and role-mapping interviews. - At present, 100% of the personnel providing stress-relief massage services under Realtek's Employee Assistance Program (EAP) are employees with disabilities. - For the portion by which our employment rate of disable people falls short of 1%, a differential subsidy has been paid to the Employment Fund for Persons with Disabilities managed by the competent authority, in accordance with the <i>People with Disabilities Rights Protection Act</i>.

Position	Nationality	Male		Female	
		Number of people	Ratio	Number of people	Ratio
First-Line managers	Domestic	584	58.33%	91	9.09%
	Foreign	4	0.40%	1	0.10%
Middle-Line managers	Domestic	249	24.88%	16	1.60%
	Foreign	1	0.10%	0	0%
Top-Level managers	Domestic	48	4.80%	7	0.70%
	Foreign	0	0%	0	0%

Note:

- Definition of First-Line managers: Positions at the Manager and Assistant Manager level.
- Definition of Middle-Line managers: Positions at the Senior Director, Director, Deputy Director, Senior Manager levels.
- Definition of Top-Level managers: Positions at the Chief Director level and above, with employees of domestic nationality accounting for 100%.

Workforce Diversity at Realtek Taiwan for the Past 3 Years



Partners of Non-Employed Workers

Realtek had a total of 241 non-employee workers (contractors) in Taiwan in 2025, who were mainly engaged in supporting services, including cleaning work, security tasks, troubleshooting computer problems, EDA tool debugging support, providing high-quality group catering and other non-business activities. All of them were indirectly employed through contractors. In accordance with the management measures for contractors of Realtek, the supervision and management responsibilities were jointly implemented by Realtek and contractors to ensure that the salary rights and interests of non-employed workers comply with regulations. In response to the increase in operating sites, the number of other categories of non-employee worker and partners increased steadily to meet the operational needs, rising from 210 persons in 2024, while the staffing of EDA Room technical personnel primarily supporting R&D remained relatively stable.

Category	Duties	Number of People
Cleaning Personnel	Providing environmental cleaning of the factory and office areas of Realtek, working 8 hours a day	56
Security Personnel	Maintaining the security of the factory and office areas of Realtek, on duty in shifts	18
Information Technology Personnel	Assisting Realtek's employees in troubleshooting computer problems and other information support services	10
Catering service staff	Providing catering services and the sale of daily necessities at Realtek's main operational sites	88
EDA Room	Assisting debugging support for EDA tools	69

Note: Headcount as of December 31, 2025.

5.2 Talent Attraction and Retention

Diverse Recruitment and Talent Pipeline Development Strategy

"Talent" is Realtek's most important asset and the cornerstone of the organizations sustainable success. We build a "Talent Pipeline" through diversified recruitment channels and strategies, and formulate annual recruitment plans based on yearly manpower budgets and assessments of critical talent needs (such as talent in the AI field). We participate in various recruitment activities and proactively identify potential talent as well as leverage industry-academia cooperation, internship programs, and other initiatives, to recruit and nurture a new generation of innovative talent, thereby ensuring Realtek's future talent pipeline and long-term development needs.

Diversified Talent Pipeline Channels

Our talent reserve strategy is closely aligned with the Company's business strategy and the workforce demand trends arising from our operational development direction. We develop a diversified and forward-looking talent pipeline plan, actively integrating global resources and expanding our domestic and overseas recruitment capacity. Realtek's talent pipeline includes:

- Establish a corporate talent recruitment website and collaborating with three domestic human resource banks and sixteen domestic and overseas talent consulting companies
- Promote internship programs leveraging the "Enterprise Internship Creativity Academy," to dedicatedly cultivate and build the pipeline of Realtek's future talent
- Actively collaborate with multiple technical professional organizations and community platforms, to participating in diverse on-site and online recruitment activities in specific professional fields or modular topics
- Proactively participate in recruitment events organized by local colleges and universities and government agencies across our global locations
- Actively expand domestic and overseas recruitment channels for high-potential and diverse talent (in specialized professional fields and groups)
- Implement an employee referral incentive system that encourages all employees to recommend and attract outstanding talent from various fields, establishing a key talent database and enhancing our capabilities in talent attraction and talent pipeline development

Looking ahead, we will continue to expand our diversified talent pipeline strategies. Through a variety of recruitment approaches, we aim to attract and cultivate outstanding talent across all levels, accumulating long-term human capital for the Company and strengthening our R&D innovation capabilities, thereby comprehensively enhancing our corporate competitiveness, resilience, and sustainable development potential.

Talent Pipeline Practices	Concrete Implementation Results
Expert talent pipeline	Through a tiered profiled management mechanism, we continuously expand the sourcing and retention of talent resumes from various channels. For key development areas (such as artificial intelligence), we actively broaden and deepen our expert talent pipeline. To date, we have successfully built a more than 500 highly matched expert resumes (including over 200 resumes specialized in AI), thereby establishing a solid talent bench for critical positions.
Realtek Specialist Creativity Program (Internship Program)	The “Enterprise Internship Creativity Academy” is dedicated to promoting the internship program. Based on a forward-looking concept of early cultivation of employability of fresh graduates, it designs cross-disciplinary courses for Realtek interns that cover professional domains, industry awareness, and organizational interaction and learning. The goal is to cultivate students' specific professional skills and comprehensive competencies, achieving the objective of nurturing and reserving future talent for Realtek. In 2025, the program recruited a total of 49 interns (including those in AI-related fields), investing over NT\$2 million with an overall satisfaction score of 9.62 out of 10. Following rigorous internship evaluations by supervisors, supervisors of nearly 30 interns expressed their willingness to offer full-time positions to their interns after graduation.
International and professional community recruitment	We actively participate in campus recruitment events at local colleges and universities through our global offices, as well as engaging in international talent recruitment events organized by government agencies to expand our talent network. ● International recruitment: In 2025, we took part in two overseas job fairs and four international recruitment briefings, attracting outstanding talent from around the world. ● Professional communities: We cooperated with multiple technical professional organizations and community platforms, participating in six recruitment events through both in-person and online channels.
Campus engagement and industry-academia cooperation	We actively deepen cooperation with domestic universities and build our corporate brand image on campus through diverse recruitment activities. Realtek also works closely with academia by supporting research projects and providing funding to promote the coordinated industry-academia development and cultivate outstanding talent. ● Campus activities: In 2025, we participated in seven job fairs and eighteen recruitment briefings. ● Industry-academia cooperation: We executed 53 research projects, with a total funding of more than NT\$46 million.
Internal employee referrals	We implement an employee referral reward system to encourage all employees to recommend and attract outstanding talent from various fields to the Company. Based on the number of hires obtained through this channel in 2025, the employee referral reward system has proven to be highly effective.

· 2025 Realtek Taiwan New Employees

Gender	Male		Female	
Age	Number of New Hires	New Hire Rate (%)	Number of New Hires	New Hire Rate (%)
Under 30	281	32.06%	89	34.77%
30-50	152	4.74%	41	5.25%
51 and Over	8	2.28%	1	1.44%
Total Number of New Hires	572			
Total New Hire Rate (%)	10.32%			

Note:

1. New Hire Rate (%) = [Number of New Hires in the Given Category During the Year / Average Number of Employees in That Category at the Beginning and End of the Year] x 100%.
2. The number of new hires does not exclude those who left during the period.
3. The number of new hires exclude interns with an internship duration of two months.

Retention Plan

Realtek recognizes that talent is critical to sustainable business development. Therefore, the Company implements robust labor policies and provides comprehensive training courses, employee care programs, competitive salary and welfare, and continuously creates the best learning and working environment to deliver an exceptional employee experience, strengthening its talent development and retention strategies to achieve competitive talent growth and retention goals. In terms of environment and organizational integration, new employees are provided with thorough onboarding training, introductions to the Company environment, experiential learning to immerse them in our organizational culture, newcomer interviews, and daily guidance and knowledge-sharing from mentors, supervisors, and colleagues. These initiatives help new employees swiftly become part of the Crab Family. Additionally, Realtek closely monitors the comprehensive development and needs of employees' work-life balance. In order to enhance employees' work-life balance and health awareness, the Company actively invests resources into beneficial programs and activities, including health promotion lectures, corporate events, community activities and incentive measures, to promote the physical and mental well-being of employees, enhance morale and work efficiency. These measures build a healthy corporate culture, and boost overall organizational momentum. Furthermore, Realtek maintains a comprehensive and appealing performance management and compensation incentive system. Annually, the Company conducts performance reviews and provides rewards based on annual salary and bonuses plans to recognize employees' achievements. At the same time, combined with various welfare policies and initiatives introduced annually by the Realtek Welfare Committee, the Company offers employees a holistic welfare experience to continuously enhance engagement and satisfaction. Realtek's employee retention plan is a core human resources strategic initiative. We closely monitor turnover trends and refine our talent development and retention strategies to ensure our team to grow and remain competitive. In 2025, the employee turnover rate was 5.50%. Over the past 7 years, the employee turnover rate has consistently remained below 7%, maintaining a stable and healthy level that is lower than the industry average. In the case of involuntary separations, Realtek provides severance pay in accordance with the law, guides affected employees through government subsidy applications, and offers information on vocational training courses to help them enhance their skills and successfully return to the job market.

In 2025, the Employee Benefit Expenses in Taiwan

Exceeded NT\$129.7 million

Named as a constituent stock of the 2025 Taiwan

"High Compensation 100 Index" Note

Ranked **5th**

in the Taiwan Stock Exchange's announced ranking of average employee compensation for 2025

Note: Information is sourced from the Taiwan Stock Exchange.

Employees Turnover at Realtek Taiwan for the Past 3 Years

Gender	2023				2024				2025			
	Male		Female		Male		Female		Male		Female	
Age	Number of Departure	Employee Turnover Rate (%)	Number of Departure	Employee Turnover Rate (%)	Number of Departure	Employee Turnover Rate (%)	Number of Departure	Employee Turnover Rate (%)	Number of Departure	Employee Turnover Rate (%)	Number of Departure	Employee Turnover Rate (%)
Under 30	47	5.28	17	6.61	52	5.96	20	7.98	57	6.50	20	7.81
30-50	110	3.72	19	2.72	148	4.78	38	5.08	153	4.77	50	6.40
51 and Over	21	9.11	3	7.41	15	5.22	1	1.89	22	6.27	3	4.32
Total Number of Departures	217				274				305			
Total Turnover Rate (%)	4.28				5.16				5.50			

Note:

1. Turnover Rate (%) = [Number of Departures in the Given Category During the Year / Average Number of Employees in That Category at the Beginning and End of the Year] x 100%.
2. The number of employee departures includes voluntary and involuntary separations, as well as retirements.
3. The number of employee departure excludes interns with an internship duration of two months.

Fair Compensation and Promotion Mechanisms

Realtek adopts uniform baseline indicators to achieve professional management goals. We are committed to a fair remuneration mechanisms and standardized evaluation formulas, establishing internal 'Rules Governing Promotions, Salary Adjustments, and Annual Performance Reviews'. These rigorous mechanisms are in place to maintain fair remuneration and impartial promotion that foster an equitable workplace. A performance feedback mechanism provides two-way communication channels for management and employees, ensuring clear alignment on performance results and organizational expectations. For all position categories, salary standards, salary adjustment metrics, as well as performance review and promotion guidelines are identical for both genders to ensure gender equality. During the hiring process, we strictly prohibit any wage discrimination or differential treatment based on race, ethnicity, skin color, social status, lineage, religion, physical condition, gender, sexual orientation, pregnancy, marital status, trade union membership, political affiliation, age, etc. adhering to a fair compensation framework.

In 2025, the average annual base salary for Realtek's entry-level employees ^{Note} in Taiwan was 2.44 times the minimum wage in Taiwan for female employees and 2.87 times for male employees. The ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all other employees (excluding the highest-paid individual) was 20.88. For the same year, the annual total compensation of Realtek's highest-paid individual decreased by 7.40%, while the median annual total compensation for all other employees (excluding the highest paid individual) decreased by 1.65%. The ratio of the percentage increase in the annual total compensation of the highest-paid individual to the median of the percentage increase in annual total compensation for other employees (excluding the highest-paid individual) was 4.48. For information regarding the average and median salaries of full-time employees who do not hold managerial positions, as well as their year-over-year changes, please visit the new Market Observation Post System (MOPS). The query path is: Market Observation Post System → Corporate Governance → Information relating to ESG → Information relating to employee benefits and compensations → Information about salary of full-time employees who are not in a managerial position. Website: <https://emops.twse.com.tw/server-java/t58query#>.

Note: The Company's entry-level employees are defined, in accordance with the standard approved by the Board of Directors, as those whose monthly base salary is less than NT\$100,000.

· 2025 Realtek Taiwan: Ratio of Average Annual Compensation to Average Base Salary (Female/Male)

Position	Average Annual Salary		Average Base Salary	
	Female	Male	Female	Male
Top-Level managers	1.09	1	0.91	1
Middle-Line managers / First-Line managers	0.86	1	0.90	1
General Staff	0.81	1	0.88	1
Test Technicians	0.99	1	1	1

Note:

1. The annual compensation in this table includes base salary, bonuses, and employee remuneration, etc.
2. The base salary in this table refers to the fixed, recurring monthly salary, using the salary of December 2025 as the baseline.
3. At Realtek, salary standards are identical for female and male employees who have no prior work experience and hold the same rank and position.
4. The Company's compensation standards do not differ by gender; differences in compensation among all employees are primarily determined by factors such as education, experience, seniority, job position, job rank, and performance.

Performance Evaluation

Realtek conducts two performance reviews each year that include feedback mechanisms and two-way communications. The 360-degree performance feedback evaluation tool is available, offering a diverse feedback channel for supervisors and employees. The fair and comprehensive review serves as a basis for salary raises, promotions, incentives, and bonuses for all employees. The Company also provides highly competitive salary levels and a comprehensive welfare system to let employees share the operational results with the Company. In 2025, both male and female employees underwent performance evaluation at a rate of 100% (including contracted employees but excluding new hires who have been employed for less than 3 months).

Performance Appraisal System	Assessment Subjects	Frequency	Methods
Performance Appraisal	All employees	Semiannually	Supervisors and employees collaboratively set clear goals and measurable performance indicators, assess goal achievement and self-assessment results during appraisals, then supervisors evaluate performance outcome and provide feedback. 360-degree evaluations may be used when necessary.
Promotion	Employees recommended for promotion to managerial	Annually	Evaluations are conducted by employee's direct supervisors or relevant top-level managers based on work attitude, professional capability, performance, and contribution, etc. Suitability for the prospective managerial role is reviewed against organizational plans and needs.
Agile Assessment	All employees	At least monthly	After supervisors and employees set clear goals and measurable performance indicators, supervisors review progress toward goals monthly, providing timely guidance and feedback, and, when necessary, take corrective actions to ensure departmental objectives are met.

Principles of Long-Term Reward and Incentive Distribution

Realtek has formulated a long-term reward and incentive program designed to drive the Company's long-term development, enhancing employee loyalty, stimulating employee potential, improving employee satisfaction, attracting, and retaining talents, fostering teamwork, and navigating market changes and challenges. This program applies to mid-to-high-level management and other employees whose performance evaluations and years of service meet the requirements of the program. The current long-term reward and incentive program operates on a rolling basis, with a distribution cycle typically ranges from three to five years, covering around 70% of full-time employees.

In addition, Realtek has implemented an incentive program titled "Incentive Project for Sharing Intellectual Value" to encourage employees to propose R&D innovations or improvements in organizational management and share their results. This fosters the impactful influence of organizational knowledge value and creates a positive cycle of selfless sharing and mutual support. Furthermore, Realtek has set up a Technical Data Center that offers a rich collection of renowned domestic and international journals, papers, books, and standard documents to encourage reading and knowledge innovation. The Company also provides patent development guidance and offer patent bonuses to motivate Realtek employees to pursue comprehensive innovation in technological development.

· Distribution Principles

Performance-Oriented Principles	- The distribution of rewards is directly linked to employee performance, ensuring that employees' efforts and achievements are appropriately rewarded. - Realtek establishes clear and quantifiable performance indicators, such as revenue growth, profitability improvement, R&D project completion rates, and ESG target achievements, to accurately assess employee performance.
Fairness and Equity Principle	- Realtek ensures fairness and equity in the distribution of rewards, avoiding any form of bias or discrimination. - Reward amounts are determined based on employees' responsibilities, contributions, and performance, guaranteeing an equitable process for all.
Sustainability Principle	- Reward distribution is aligned with the Company's long-term development strategies and goals, including various ESG-related indicators, to avoid over-issuing rewards for short-term performance that may compromise the Company's financial health and long-term competitiveness. - Realtek encourages employees to focus on the Company's long-term development, aligning their personal goals with the Company's objectives to jointly promote sustainable growth.
Flexibility Principle	- Realtek adjusts reward distribution standards and methods in a timely manner based on the Company's operation and industry conditions to ensure the effectiveness of the incentive program. - While incentives are currently primarily cash-based, we issued Restricted Stock Awards (RSAs) in 2025 to attract and retain key talent. Going forward, we will continue to monitor market and industry trends to maintain competitiveness and, at appropriate times, evaluate the feasibility of adopting Employee Stock Options (ESOs) or Restricted Stock Awards (RSAs) as incentive measures.
Shared Responsibility and Risk Principle	- Realtek links employee bonuses to the Company's operational risks, aligning employee corresponding responsibilities and risk exposure with their incentive compensation and benefits. - Through the establishment of risk control indicators, the Company guides its employees to prioritize the Company's risk management and the quality of business development.
Continuous Incentive Principle	- Realtek ensures that reward incentives are sustainable, motivating employees to maintain their work enthusiasm and creativity over the long term. - Realtek achieves this by setting multi-layered reward incentives, such as long-service awards, special contribution awards, and project achievement awards, to recognize achievements at different stages of an employee's career.

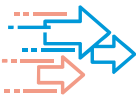
Employee Stock Purchase Plan for Sharing Business Results

In 2025, Realtek implemented an Employee Stock Purchase Plan, applicable to all regular employees of Realtek and its Taiwan subsidiaries. New employees are eligible to submit their applications between the 1st and 5th day of the month following their third month of employment, with participation taking effect in the month of approval. Through a mechanism combining employee payroll contributions and company matching contributions, the plan encourages employees to make regular, fixed-amount purchases and to hold Realtek shares over the long term, in order to reward and retain talent, strengthen employee cohesion and business performance, and support personal saving and retirement planning, thereby enabling employees to share in the results of the Company's growth.

5.3 Talent Cultivation

Realtek Corporate University

Realtek Semiconductor has established the Realtek Corporate University, which is specifically responsible for planning and implementing various educational training and employee learning development affairs according to the dynamic needs of organizational development and employee self-learning and development. The Realtek Corporate University comprises six major colleges, including the Speedy Induction Academy, R&D Innovation Academy, Management Leadership Academy, Experiential Cognition Academy, Learning Organization Academy, and Enterprise Internship Creativity Academy. Through the sustainable educational training plan developed by the six major colleges of Realtek Corporate University, two major educational training frameworks for organizational development learning and employee self-breakthrough development learning are simultaneously constructed. From permanence to innovation to sustainability, from organizations, groups, to individuals, from management to technology to psychology, from organizational competitiveness to system development, to employee self-learning, all are presented in the six major colleges of Realtek Corporate University with strategic connections and development context of knowledge, skills, attitudes, sustainable innovation, and organizational culture.

Realtek Corporate University	Academy	Introduction
	 Speedy Induction Academy	Realtek provides “New Employee Orientation Training” and “New Employee Training Camp” to strengthen professional skills, organizational experience, and integration. These programs support organizational development objectives by offering Hands-on R&D Professional Technical Courses and technical courses, organizational communication, self-development cognition, inspirational courses, and comprehensive field courses. Topics covered include information security, energy conservation and environmental protection, fire safety, Realtek ESG sustainable development, integrity and ethics, anti-corruption and anti-bribery, prevention of insider trading, and patent regulations. These efforts help new employees quickly integrate into the Realtek team's work life and culture.
	 R&D Innovation Academy	In 2025, the Realtek R&D training course planning committee, composed of internal R&D experts and department representatives, planned a total of 289 R&D professional courses, covering both specialized and cross-disciplinary technological fields, including professional competencies in areas such as analog IC design, digital IC design, digital IC verification, system design, layout design, and advanced processes, in order to solidify and strengthen employees' comprehensive innovative R&D professional skills. During the annual seminars, domestic and international R&D and technology experts and scholars were invited to engage in in-depth exchanges. This included the SoC Center of NTU, the Industry-Academia Collaboration Alliance of NTHU's IC Design Technology R&D Center, the College of Artificial Intelligence and Green Energy of NYCU, the Industry-Academia Innovation Headquarters of NCKU, the Industrial Development Administration of MoEA, the Tze-Chiang Foundation of Science & Technology.

	Academy	Introduction
Realtek Corporate University	 Management Leadership Academy	Realtek plans courses designed to help employees strengthen their managerial skills, leadership abilities, and promote excellent management across the entire organization. The curriculum includes courses focused on managerial roles, leadership competencies, and organizational development management. Additionally, supervisor seminars and training sessions offer an interactive, two-way learning and discussion platform for supervisors and general employees alike. This approach enhances the development and management effectiveness of key business areas throughout the organization.
	 Experiential Cognition Academy	Through problem-solving, goal achievement, or individual cognitive experiences, we cultivate employees' diverse comprehensive abilities needed in the workplace, inspire self-management and enhance organizational dynamism, create self-initiated task teams, thereby promoting all members' improvement and continuous strengthening of team organizations.
	 Learning Organization Academy	Providing broader learning opportunities connected to work fields, realizing the interactive learning between individuals and organizations, including individual spontaneous contributions and needs, team community interaction opportunities, new knowledge and cross-disciplinary learning, and the “Realtek Encourages Employee Brain Value Sharing” project, etc. At the same time, we also cooperatively launch foreign language training programs with external educational institutions, providing employees with external learning resources to enhance foreign language communication skills.
	 Enterprise Internship Creativity Academy	Realtek has established the Enterprise Internship Creativity Academy to provide a comprehensive curriculum for its interns, encompassing exclusive interdisciplinary courses, ESG-related courses and practical involvement, and career counseling, while also featuring a dedicated mentor system and other supportive measures.

Realtek Corporate University 2025 Accomplishments

1 A total of **1,402 courses** were offered, including 113 external training courses.

2 A total of **4,633.16 hours** of courses were provided.

3 The total training hours amounted to **118,325.95**.

4 The average training hours per person reached **21.35** hours, a further increase of **12.96%** from the previous year.

5 In 2025, the New Employee Training Camp offered **14 sessions**, with a total of **224 training hours** and **398 attendances**; the overall satisfaction score reached 9.48 out of 10.

6 Management Leadership courses: **41 courses**, totaling **132 hours**, with **4,374 attendances**; the overall post-training feedback score was 9 out of 10.

7 R&D courses: **21 courses**, totaling **72.5 hours**, with **2,066 attendances**; the overall post-training feedback score was 8.26 out of 10.

8 In 2025, Realtek Taiwan's total cost in education and training **exceeded NT\$5.37 million**, with an average training cost **per person of approximately NT\$970**.

Education and Training Accomplishments

All employees					
Category		Training Hours	Male	Female	Total
All employees		Total training hours	95,468.03	22,857.92	118,325.95
		Average training hours per person	21.53	20.65	21.35
Position	R&D Personnel	Total training hours	93,605.85	20,903.62	114,509.47
		Average training hours per person	22.78	26.28	23.35
	Administrative and Sales Personnel	Total training hours	1,697.61	1,541.74	3,239.35
		Average training hours per person	7.18	7.07	7.13
	Production Personnel	Total training hours	164.57	412.56	577.13
		Average training hours per person	1.85	4.41	3.16
Age	Under 30	Total training hours	39,247.24	11,428.61	50,675.85
		Average training hours per person	44.78	44.64	44.75
	30 and Over	Total training hours	56,220.79	11,429.31	67,650.1
		Average training hours per person	15.80	13.43	15.34

Note: Average Training Hours Per Person = Total Training Hours in the Given Category / Average Number of Employees in That Category at the Beginning and End of the Year.

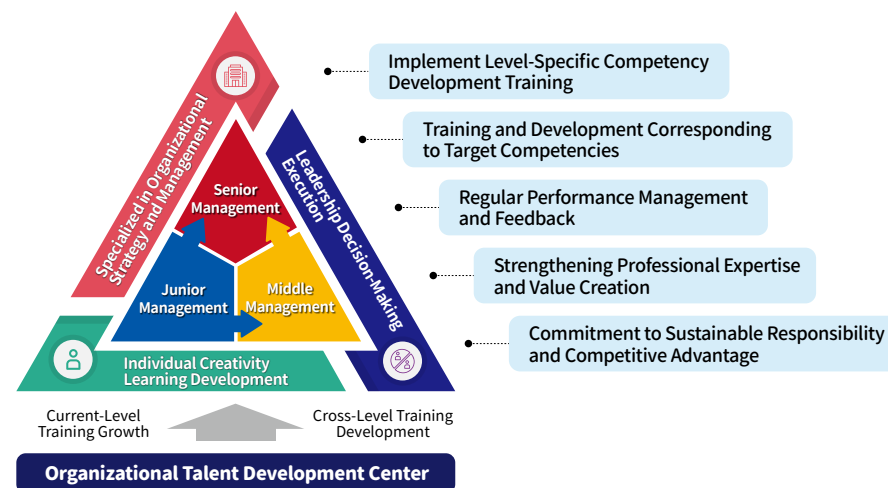
New Hires Who Joined in 2025				
Category	Attendances and Training Hours	Male	Female	Total
New Hires Joined in 2025	Attendances	14,825	3,477	18,302
	Total training hours	23,470.12	5,867.59	29,337.71
	Average training hours per person	58.09	99.45	63.36

Note: Average Training Hours Per Person = Total Training Hours in the Given Category / Average Number of Employees in That Category at the Beginning and End of the Year.

Succession Plan for Realtek's Outstanding Management and Leadership Talent

Promoting the Succession Plan and Six Key Objectives

Realtek operates in the IC design industry, where R&D innovation talent is highly concentrated, and promoting talent succession and development forms a critical foundation for reinforcing organizational growth. Building on Realtek's long-term talent cultivation and succession development programs, while aligning with the Company's growth and competitive strategies as well as Realtek's organizational development strategic objectives, Realtek has designed a new Succession Plan for Realtek's Key Management and Leadership Talent this year. This Program is integrated with the three-year competency-based training curriculum plan of Realtek Corporate University for sustainable development, and will comprehensively cover first-line, middle-line managers and top-level managers, as well as all employees, through both "Current-Level Competency Development" and "Cross-Level Capability Development." The Program is structured to ensure the development of the organization's human capital, accelerate the growth of high-potential talents, and further stimulate and motivate the knowledge-growth momentum of all employees.



The Succession Plan for Realtek's Outstanding Management and Leadership Talent aims to cultivate successor talent at all position levels who embody six key integrated objectives: "creating sustainable superior performance results," "achieving excellence in organizational management," "strengthening strategic integration and competitive advantage," "maximizing leadership potential and execution," "enhancing domain-specific professional capabilities," and "promoting physical and mental health." Through these objectives, the plan seeks to build robust succession pipelines to support organizational development and reserve future successors, thereby realizing Realtek's goal of sustaining its competitive advantage. Under this plan, senior executives of the Company's management team serve as program sponsors and leaders, while the heads of each department are responsible for recommending and jointly nurturing candidates. At the same time, Realtek's Organizational Talent Development Center holds full responsibility for formulating policies and executing the succession training and development plan, continuously developing and promoting various succession development strategies to create an optimal integrated learning and training environment for Realtek's talent.

Succession Plan by Organizational Level and Competency

Realtek's Succession Plan for Outstanding Management and Leadership Talent provides mandatory and elective courses aligned with the competencies required at each organizational level. The curriculum is structured around three guiding domains: "Advanced Organizational Strategy and Management," "Execution Excellence in Leadership and Decision-Making," and "Personal Innovation and Learning Development," through which both function-specific and integrated courses are developed. For example, the succession training and development curriculum for top-level managers includes more than 10 courses planned under these three dimensions (with total course hours reaching 80-120 hours), such as a Corporate Governance and Sustainability course under the "Advanced Organizational Strategy and Management" domain. For middle-line managers in marketing management, the "Special Topics in Strategic Marketing Management" course planned and implemented in 2025 received an overall post-training score of 9.4, along with positive feedback such as: "The course expanded my deeper understanding of marketing / will enable more precise project execution / is highly beneficial to my work," and "The course content is highly practical, fully aligned with my current responsibilities, and can be directly applied to my work."

Execution Results

Based on the implementation results of various education and training programs in 2025, total attendance in Realtek's training courses exceeded 48,000. Among these, attendance in managerial competency programs (including different management levels) exceeded 3,000 participants; participation in professional competency programs exceeded 26,000; and attendance in core competency and other training areas exceeded 19,500. In organizational development, talent development is our top priority. Realtek will continue to focus on Succession Plan for the talent required to respond to organizational transformation and growth driven by global developments and to support our competitive strategies. Through this program, the Company will continue to strengthen our sustainable competitiveness and establish industry-leading best practices.

The following summarizes selected competencies and training courses corresponding to training and development for all Realtek employees and managers at all levels:

Organizational Level	Target Competencies	Corresponding Training Program Planning
Top-Level Managers	Corporate operations management competencies, Innovation vision and sustainability competencies, Organizational change management competencies, etc.	Executive-level special-topic seminars, corporate governance and sustainable development, Strategy and change management, etc.
Middle-Line Managers	Integrated management competencies (middle level), Marketing management competencies, Total quality management competencies, etc.	Management leadership and development, Advanced strategic marketing management, Quality management course series, etc.
First-Line Managers	Integrated management competencies (first-line), Management by objectives competencies, Core quality management competencies, etc.	Team management and communication skills, Project management courses, Quality management skills and methods, etc.
All Employees	Innovation and creativity competencies, Professional competencies, Core quality management competencies, Health management competencies, etc.	Innovation and creative thinking skills, Professional training courses in respective fields, Quality awareness and management courses, Health management course series, etc.



Realtek AI Innovation Leadership Series Training and Development Program

Realtek's AI-related course planning is jointly developed by the Realtek Corporate University R&D Training Course Planning Committee and senior executives. This collective oversight ensures that training directions and topics to closely align with the Company's overall development policies and its short-, medium-, and long-term R&D strategies. The overall program is promoted and implemented by Realtek's Human Resources Training and Cultural Activities unit. The curriculum not only focuses on core AI technologies and generative AI applications, but also emphasizes practical AI implementation, performance optimization, and strong integration with IC design and R&D (such as low-power design, chip architecture, and hardware-software integration), ensuring that the training content aligns with the Company's development strategies, supports R&D and product development, and enhances organizational competitiveness.

At the execution level, by collaborating with top universities, research institutions, and government bodies, Realtek brings in instructors with extensive hands-on technical expertise, ensuring stable course quality and forward-looking perspectives. This demonstrates the Company's commitment to using structured training and education as a key policy for implementing its AI strategy and cultivating critical talent. This series of courses has been fully incorporated into Realtek's training system, covering diverse formats including internal and external training, e-learning, technical seminars, workshops, and forward-looking trend forums, and is integrated with both on-boarding and on-the-job training, providing supervisors assignable and trackable learning pathways for their team.

Project	Realtek Leading AI Innovation Lecture
Plan Objectives and Description of Benefits	In 2025, the "Realtek Leading AI Innovation Series" Lectures achieved a 100% completion rate, with a total of 9 AI (Artificial Intelligence) professional technology seminars conducted. These seminars covered technical aspects such as AI literacy and concepts, analog IC design, digital IC design, software and hardware development, as well as generative AI development and deployment. Internal and external experts and professors in the AI field were invited to offer courses, providing employees and managers with the latest technological landscape, industry trends, and applications. This enabled employees to continuously enhance their professional skills to leverage AI in the semiconductor industry across multiple dimensions – such as functional innovation, problem solving, and efficiency improvement, to sustain Realtek's strong technological competitiveness.
Impacts and Results	- Increased the adoption of AI tools and enhanced work efficiency - Leveraged internally developed AI assistants to enhance development efficiency, optimizing labor costs and resource consumption - Enhanced the AI proficiency and operational performance of all employees - Achieved an average satisfaction score of 8.44 for the annual lectures
Participation	- Target Audience: R&D and Technical Development Engineers - A total of 787 employees participated in the plan, accounting for 14.2% of the Company's total workforce

Diverse Learning Programs at Realtek

New Employee Training and Orientation Program	Upon onboarding at Realtek, new employees’ respective teams immediately implement a diversified New Employee Training and Orientation Program to help them more quickly integrate into the workplace and team, while strengthening their professional skills and providing effective guidance and support. Related orientation measures include: ● Before onboarding, the direct supervisor assigns a “Dedicated Technical Mentor” for the new employee. ● Senior colleagues (mentors) provide hands-on guidance to help the new employee. ● The direct supervisor assigns digital courses for the new employee upon onboarding.
External Training	Realtek provides external training and business trip expense reimbursements, supporting all employees (including contract personnel) for continuous learning and professional development. This support includes participation in international standards conferences, industry alliance meetings, domestic and international technical symposiums, university credit courses, executive master's degree programs, training at specialized institutions, and online APP platform courses.
Enhancing Knowledge and Technology Exchange Through External Partnerships	In 2025, Realtek's joint training program offered over 200 courses with educational institutions, including 62 from foreign language institutions, 123 from industry-specific technical engineering and professional institutions, 14 government-related collaborative courses, and 11 academic courses led by domestic and international professors. The program recorded more than 3,600 attendances and over 1,603 course hours, equipping Realtek with the cutting-edge technical R&D knowledge, market insights, and academic research achievements. Semiconductor International Linkage and Innovation Enablement Program Participated in the Ministry of Economic Affairs Industrial Development Administration’s “Semiconductor International Linkage and Innovation Enablement Program.” Each year, Realtek’s internal project committee members customized academic curricula tailored to the needs of analog IC design, digital IC design, and system design teams. Professors from National Tsing Hua University, National Yang Ming Chiao Tung University, National Cheng Kung University, and Chung Yuan Christian University are invited to deliver courses on specific professional technology modules. In 2025, a total of 14 in-person courses were offered, with more than 1,188 attendances. Domestic and Overseas Colleges and Universities Realtek maintains deep industry-academia research and training collaborations with professors and laboratories from top domestic and overseas universities, including the University of California, Los Angeles (UCLA), the SoC Center of NTU, the National Tsing Hua University Integrated Circuit Design Technology R&D Center–Industry-Academia Collaboration Alliance, the College of Artificial Intelligence and Green Energy at National Yang Ming Chiao Tung University, and the Headquarters of Industry-Academia Innovation at National Cheng Kung University. Together, we design curricula and research and development projects, promote mutual exchanges and growth among talents, and integrate resources and outcomes from industry, academia, and research to jointly advance industrial innovation and technological R&D operations. In 2025, 11 in-person courses were offered, with nearly 1,000 attendances.

Enhancing
Knowledge and
Technology
Exchange Through
External
Partnerships

Tze-Chiang Foundation of Science & Technology

Realtek has a long-term cooperation agreement with the Tze-Chiang Foundation of Science & Technology to provide all employees with monthly information on the latest technology trend courses, covering semiconductor design, emerging technologies, technical practices, and programming languages. In 2025, external lecturers and internal managers jointly designed a Python course, in which a total of 96 employees participated, and the course received an outstanding average post-training feedback score of 8.8 out of 10.

Training Program for New R&D Personnel (Including Courses in Collaboration with External Training Institutions)

In 2025, for new R&D personnel and team members of specific product lines, Realtek collaborated with professors from domestic and overseas universities, industry experts, and senior internal engineers to offer more than 300 courses. These courses covered analog IC design, digital IC design and verification, system design, layout design, advanced processes, and product-specific training. A total of more than 400 colleagues participated, averaging over 70 hours of training per person.

Realtek Advanced R&D Technology Lectures

Realtek actively collaborates with academic institutions and external research organizations to offer courses on the latest technological developments, applications of R&D tools, research outcomes, and cutting-edge technologies. In 2025, the Company invited 14 professors from domestic and overseas universities and 6 technical experts to design specialized lecture courses tailored to Realtek's R&D and product portfolio needs. A total of 20 in-person courses were offered, with cumulative participation exceeding 2,000 attendances.

E-learning Courses

Realtek offered a total of 289 e-learning courses delivered by internal instructors. These courses were developed based on the annual training plan, discussions by the Realtek R&D training course planning committee, organizational development needs, technical professional requirements, and evolving market dynamics.

Employee Self-Growth and Learning Development

To support employee self-growth and learning development (IDP, Individual Development Plan), Realtek Semiconductor integrates the established performance management and career development system of the Company. By launching a dual-track career development path, we achieve the goal of dynamic Person-Organization (P-O) Fit Development, aligning individual growth with corporate evolution to create mutually beneficial opportunities.

A comprehensive educational training and performance management plan forms the guiding framework to support employees' self-growth and learning. Talent strategy and training development under this performance management system are key drivers for organizational and talent development. In planning and delivering learning resources, Realtek considers diverse, systematic, and specialized needs. It integrates cutting-edge knowledge, aligning training with product innovations, and simplify knowledge acquisition - core principles of Realtek Corporate University in supporting employee development. Leveraging comprehensive training strategies alongside environmental and resource support, Realtek expands internally created learning resources. Facilities like the Realtek Technical Data Center and the Electronic Library and Reading Pavilion offer employees accessible spaces and channels for immediate, autonomous, and unrestricted learning. The exclusive digital information system of Realtek Corporate University provides employees with basic learning, advanced education, reinforced learning, and further research learning for problem-solving, realizing the practice of learning, personalized responsible learning (employees choose their own course combinations), and problem-solving-oriented learning.



Learning sometimes needs guidance and planning and suggestions. In the framework strategy and policy of Realtek's education and training, in addition to continuously providing comprehensive guidance and development framework guided by professional units and units' own fields, there is also a tutor system, post-course assignments for students, and teacher problem solving and small reward mechanisms for learning achievements; at the same time, there are also training mechanisms for supervisors to assign professional jobs, vision and development needs under the planning of the organization's big framework for education and training. In the Experiential Cognition Academy course of Realtek Corporate University, it provides employees with experiential learning for self-enlightenment, self-adjustment, self-observation and self-exploration and experience. In the classroom, each student can build and develop cognition beneficial to their own career and job roles and beneficial to the organization's robust positive process development through personal experience, thinking, communication and adult mental learning. As for the courses in the Learning Organization Academy, it provides individuals, groups, and organizations with broader and expanded learning education and training mechanisms. All learning resource creation or learning opportunities can come from individual spontaneous contributions and needs, can also be regular and irregular team learning opportunities, or new knowledge and interdisciplinary learning under the education and training plan, realizing the active/passive diffusion learning, comprehensive functional learning, beneficial individual career brainstorming and development between individuals and organizations, creating the independence of talent and complex diverse brain thinking; taking as an example the "Realtek Encourages Employee Brain Value Sharing" project under the Learning Organization Academy, is beneficial to share innovative knowledge, innovative spirit, problem-solving, risk prevention or any content of knowledge, technology, service that is beneficial to share the organization through personal professional or insightful publication, or team creation of new knowledge publication, helping employees to realize their own learning and creation, self-construction development and service, and self-realization of exclusive knowledge palace.

Active communication, collaborative planning, and a focus on advanced technologies are the strategic pillars of Realtek's training programs. Our curriculum is continuously updated based on the development with employees, the effective observation, discussion and communication results of internal and external environments, innovative products and technical needs. For example, the R&D Education and Training Development Committee convened at least twice a year hosted by Realtek's Education, Training and Cultural Activities Department – brings together committee representatives from various departments to review technical milestones, identify core skill gaps, and address problem-solving requirements. This rigorous alignment process shapes our highly targeted annual curriculum. Reflecting those joint effort, Realtek's annual R&D Professional Education and Training Committee successfully formulated and delivered more than 300 R&D education and training courses in 2025. Looking ahead, Realtek will maintain the spirit of organizational innovation and talent development. Through open, agile, and structured training planning framework, we will continue to empower our employees to excel in innovative technologies, R&D management, quality assurance, and risk management – securing specialized expertise, promoting talent cultivation, developing professional team, and driving long-term organizational competitiveness!

Employee Development Project Results and Details

Project	Leadership Development Program for Middle-Line and First-Line Managers
Objectives and Benefits	In 2025, 10 sessions of development program courses for middle and first-line managers were conducted, including an executive-led masterclass. The goal was to develop current and future managers to support succession planning, career growth, and talent retention. This program includes a series of high-performance technology management courses, covering topics such as interview skills, strategic marketing, execution capability, innovation capabilities, negotiation skills, and talent development. Through the strategic planning of learning and development competency courses, we aim to strengthen the systematic, purposeful, future-oriented, and comprehensive functions of its training to sustain the overall organizational competitiveness.
Impacts and Results	- In 2025, among program participants who demonstrated strong performance, 211 managers received promotions, achieving a promotion rate of 27.4%. - The retention rate of participating program members stood at an exceptional 99.24% by the end of 2025. - The average course satisfaction score was 9.51.
Participation	- Target Audience: Middle-Line managers, First-Line managers, and high-performing general employees. - A total of 770 people participated in the program, representing 13.57% of the Company's total workforce.

Industry-Academia Talent Cultivation & Social Responsibility

Realtek Corporate University established the “Enterprise Internship Creativity Academy,” a forward-looking concept plan to provide university interns with structured dedicated cross-disciplinary courses spanning technical domains, industry awareness and organizational dynamics. The academy offers comprehensive learning support, professional career counseling, and performance evaluations. In addition, Realtek integrates hands-on ESG related courses and activities for trainees, conveying the concepts of sustainable development, community engagement, environmental conservation, and the fulfillment of corporate social responsibility. Through the engagement and exchange of young talents, we aim to inspire our entire workforce to practice social responsibility across all domains and jointly drive corporate sustainability.

Education collaboration is a core pillar of Realtek’s commitment to sustainable social contribution, representing a key area of our long-term resource investment. The “Enterprise Internship Creativity Academy” comprehensively manages and innovates the development of Realtek’s internship curriculum, learning resources, professional career consulting, and performance evaluation, etc. The goal is to expand our corporate social responsibility within campus education, continuously give back to the society by cultivating promising talents in the campus, honing their specialized technical skills, and developing their comprehensive professional capabilities. From 2022 through the end of 2025, we have supported and guided a total of 181 interns in their learning journeys, and through this program we have cumulatively hired 45 of these interns to join Realtek after graduation.

In 2025, the Realtek internship program recruited a total of 49 interns. Through a comprehensive curriculum design with required and elective courses, the program enables the interns to integrate academic theory with practical R&D expertise, achieving a synergistic enhancement of their professional capabilities. Moreover, through a dedicated mentor system, individual guidance is provided for different academic fields, helping interns to understand the R&D workflows and practical operations of the semiconductor industry, achieving effective learning and talent development. In 2025, the total training hours reaching 1,319, with overall satisfaction score of 9.62 out of 10. Realtek Semiconductor aims to deepen students’ understanding of semiconductor industry, spark their interest in research, so as to cultivate versatile competencies in R&D innovation, technology management, and a proactive mindset, thereby contributing to the development of the nation’s future technology talents.

- In 2025, the Realtek internship program recruited a total of 49 interns and invested more than NT\$2 million in project funding, achieving an overall satisfaction score of 9.62 points out of 10. Based on rigorous internship evaluations conducted by supervisors, the supervisors of nearly 30 interns expressed their willingness to offer them full-time positions after graduation.
- Dual-mentor system: Each intern is assigned both a Technical Mentor and a dedicate HR Counselor. The Technical Mentor provides guidance in professional domains, including job-related expertise, daily life at the site, and workplace assimilation, while the dedicated HR counselor provides comprehensive assistance and counseling.
- In 2025, five courses were co-designed and personally delivered by Realtek top-level managers, who shared their own experience, technical expertise, job awareness, and work ethics, helping interns become familiar with the workplace environment, enhance industry knowledge, and narrow the gap between academic learning and practical application.



The Unique Feature of Realtek's Internship Program: Green IC Course - Demonstrating CSR Through IC Design

Led by Alston Lin, Senior Vice President of the R&D Center, the Green IC courses have been held for several consecutive years. These courses introduce interns to Realtek's ESG sustainable development achievements, showcasing how sustainability is embedded directly into our innovative R&D for IC design, thereby broadening the interns' horizons on the IC design field and expanding their imagination and positive impact on the IC design industry.



Campus Talent Cultivation: Industry-Academia Skills Training Courses

Semiconductor Program in Automotive Electronics

Since 2023, Realtek has cooperated with National Taiwan University to offer the "Semiconductor Program in Automotive Electronics" (1 credit per year), helping students strengthen their industry knowledge and expertise in automotive electronics. A cumulative total of 16 senior managers have been assigned as lecturers for this training program, and as of 2025, 46 students have completed the program.

Realtek AI Multimedia and Smart IoT Laboratory

Established jointly by Realtek and National Taiwan Normal University, this laboratory offers integrated courses to cultivate talents with cross-disciplinary AI expertise and hands-on technical skills. The initiative addresses solving key issues in industry, such as developing various AI models tailored for multimedia and communication applications, as well as conducting exploratory research on cutting-edge technologies.

Realtek-NYCU Research Center

Established jointly by Realtek and National Yang Ming Chiao Tung University, the Center combines the university's capabilities in technological innovation and academic research with Realtek's R&D strengths in communications networks and connected multimedia to develop pioneering technologies and conduct cross-disciplinary application research. It also provides scholarships, corporate internships, and technical seminars, with the aim of building future-oriented innovative technologies and cultivating advanced R&D talent.

5.4 Human Rights Management

To protect the legal rights of employees, Realtek complies with the local labor regulations at each of our operating locations around the world. It adheres to the spirit and basic principles of human rights protection set out in international human rights conventions, such as the *International Bill of Human Rights*, the *UN Global Compact*, and the *International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work*. We adhere to the standards and spirit of the *RBA Code of Conduct* when formulating the *Realtek Semiconductor Human Rights Policy* and *Realtek Semiconductor Labor Policy* to disclose policies and commitments, goals, mitigation measures and complaint channels on human rights-related issues. We strictly prohibit unreasonable labor constraints on employees. We do not employ forced or bonded labor (including debt bondage), nor do we engage in the employment of involuntary or exploited labor, or individuals subjected to slavery or trafficking. Measures are taken to ensure that human resources policies do not contain discrimination based on gender, race, socioeconomic status, age, and marital and family status. We uphold equal and fair treatment in employment, including hiring conditions, remuneration, benefits, training, evaluation, and promotion opportunities. Additionally, we strictly adhere to the policy of not employing employees under the age of 18.

We enhance our employees' human rights awareness through internal training courses and workshops. In 2025, our training courses on human rights policy included sessions at the Realtek's new employee training camp (with 100% participation) and workshops for managerial personnel, totaling 130.53 hours and involving 1,020 attendances. It fully expresses our commitment to protecting human rights as well as the dignified treatment and respect of all employees (both full-time employees and contractors), customers, suppliers, and business partners.

Realtek addresses key human rights issues through a cross-functional governance framework, with dedicated units - including Human Resources Management and Development, the Occupational Safety and Health Center, the Cyber Security Center, and the Supply Management Center, assuming corresponding responsible units for promoting human rights management and implementing risk mitigation and preventive measures. These units regularly (annually) disclose the status of human rights management and report to the President and the Sustainable Development Committee to ensure robust executive oversight.

Realtek Semiconductor Human Rights Policy			
1	Protection of Free Labor Rights	5	Promoting Responsibility of Equality and Security
2	Abolition of Child Labor and Underage Workers	6	Supporting Freedom of Association
3	Providing Safe Working Environment and Legal Remuneration	7	Realtek Semiconductor Human Rights Policy
4	Attaching Significance to Employee's Physical and Mental Health		

Realtek Semiconductor Labor Policy			
1	Protect the rights and interest of employees	4	Advocate equality, safety, and accountability
2	Provide a Healthy Work Environment	5	Value employee training and development
3	Comply with national labor laws and regulations	6	Promoting corporate engagement and responsibility

Human Rights Due Diligence

In accordance with its human rights due diligence management procedure, Realtek annually conducts risk identification. The identification steps include: (1) reviewing relevant policies and regulations; (2) screening a list of human rights risk topics; (3) identifying the risks of human rights issues; and (4) implementing mitigation and adaptation measures. Realtek evaluates the status of human rights management and risk materiality across our domestic operation, encompassing all employees, contractors^{Note}, and key suppliers. Consequently, we establish management measures for significant risks and corrective actions, utilizing continuous monitoring and tracking to safeguard the legal rights and interests of its personnel and foster an environment of mutual respect. In 2025, the Company introduced the EcoVadis sustainability assessment, and through the “Labor and Human Rights” pillar of the assessment, the responsible units identify the relevant risks and management performance, conducting structured human rights risk assessments related to its operations and supply chain under the principle of materiality.

Note: The assessment scope for contractors under Realtek's human rights due diligence is defined as workers stationed at Realtek's operating sites.

Realtek's Human Rights Management Process and Identification Results

STEP 01	Formulate, review, and update Realtek's human rights policy and commitments	We have established the following human rights-related policies and commitments, all of which are disclosed on the official Realtek website for stakeholder review:	
1	<i>Realtek Semiconductor Human Rights Policy</i>	5	<i>Regulations Governing Realtek Internal (External) Personnel Whistleblowing on</i>
2	<i>Realtek Semiconductor Corp. Employee Code of Conduct</i>	6	<i>Procedures for Investigating Whistleblowing Cases by the Task Force</i>
3	Declaration on Preventing Workplace Illicit Infringement	7	<i>Realtek Supplier Code of Conduct</i>
4	<i>Sustainable Development Best Practice Principles</i>		

STEP
02

Screen the List of Human Rights Risk Issues

With reference to legal and regulatory requirements, international initiatives and guidelines, human rights risk issues relevant to the industry value chain, the UN human rights index, and expert recommendations, Realtek has identified a total of seven core human rights issues.

Material Human Rights Issues	
Issues	Implication
Privacy Protection	Reasonable protection of information and privacy of stakeholders, and compliance with legal and regulatory requirements on privacy and data security in the collecting, using, storing, processing, transmitting and sharing of personal information
Anti-Discrimination, Anti-Harassment, and Equality	- Provide a work environment free of harassment and discrimination - Prohibit any discrimination or harassment against any conditions during recruitment and employment - Employees are not subjected to any discriminatory examinations - Employees are not subjected to unequal treatment based on age, gender, sexual orientation, nationality, race, religion, pregnancy, marital status, political stance, etc.
Forced Labor and Working Hours Management	- No forced or compulsory labor and no forced, involuntary, enslaved, or human trafficking or smuggled people as labor - Working hours should not exceed the maximum limit required by international standards and local labor laws - Any overtime must be voluntary
Freedom of Association	Respect the rights of all employees in organizing and participating in trade unions, collective bargaining and peaceful assembly selected by them, and should respect employees' rights to avoid such activities and establish harmonious labor-management interaction
Abolition of Child Labor and Underage Workers	Comply strictly with the various labor laws and regulations issued by the government, the Company strictly implements the policy of preventing child labor, and only employs employees who are over the age of 18 (inclusive). Ensure full compliance with international standards of social responsibility and the relevant government regulations
Safe and Healthy Working Environment	- Safeguard the welfare, health, hygiene, and safety of employees within their work environment, and upholding their reasonable and relevant rights and interests - Prohibit unreasonable employment restraints on employees - Promote environmental safety policies and disseminate relevant regulations to enhance safety awareness among all employees
Health and Wellness	Identify, assess and control hazards to employees who are engaged in heavy physical duties, and develop procedures to prevent, manage, track and report work related injuries and occupational diseases

STEP
03

Identify Human Rights Risks

In 2025, we adopted the EcoVadis sustainability assessment, and leveraging the platform's "Labor and Human Rights" pillar, the responsible units for each human rights topic identified the related risks and management performance. Based on the principle of materiality, we conducted human rights risk assessments related to the Company's operations and suppliers. According to the 2025 identification results, the human rights issues of "Forced Labor and Working Hours Management," "Privacy Protection," "Anti-Discrimination, Anti-Harassment, and Equality," "Freedom of Association," "Abolition of Child Labor and Underage Workers," "Safe and Healthy Working Environment," and "Health and Wellness" fell into the low-risk category. Recognizing that human rights management is paramount, Realtek has proactively reinforced its oversight by formulating risk management policies and implementing mitigation and remediation measures in 2025. In 2025, there were no reported incidents of discrimination, child labor, or forced and compulsory labor at Realtek. During the year, we received five employee reports of concerning unlawful workplace infringement, including suspected sexual harassment, labor disputes, and workplace conflicts. All cases were immediately handled by dedicated investigation teams in strict accordance with the protocols of our "Prevention Plan for Unlawful Infringement During the Performance of Duties." After investigation, none of the cases were found to constitute violations, and all were closed. Looking ahead, we will continue to recommend that the relevant responsible units enhance training and internal communication on human rights policies, workplace codes of conduct, and the prevention of unlawful infringement, in order to increase human rights awareness and sensitivity across our entire workforce, strengthen preventive mechanisms, mitigate the risk of workplace misconduct, and ensure the continuous improvement and effective implementation of our human rights management practices.

STEP
04

Carry out Mitigation and Adaptation Measures on Human Rights Issues

Human Rights Issues	Affected Groups	Preventive Measures	Mitigation & Enhancement Measures
Privacy Protection	All employees at Realtek's Taiwan sites & suppliers & customers	- Strengthen security protection measures for collecting, processing, and managing employee personal data, such as warning watermarks and role-based access restrictions to prevent unauthorized use, theft, or data leakage - Provide front-end users with first-line security protection, threat detection, and incident reporting mechanisms - Conduct regular cybersecurity education courses and cybersecurity drills - Publish and continuously promote information security policies - Enforce access control and robust encryption for personal databases - Deploy dedicated printers for personal data in restricted areas to ensure secure document handling - Implement encryption for all candidate resume and personnel files	Enhance the grasp of threats from information security incidents, and quickly identify and respond to information security incidents to mitigate risks

Human Rights Issues	Affected Groups	Preventive Measures	Mitigation & Enhancement Measures
Anti-Discrimination, Anti-Harassment, and Equality	All employees at Realtek's Taiwan sites	- Require all employees to comply with human rights standards, including <i>Realtek Semiconductor Human Rights Policy</i>, <i>Code of Conduct</i>, <i>Written Statement on preventing Workplace Malpractice</i>, and <i>Sustainable Development Best Practice Principles</i>. The relevant contents of these policies are publicly available on Realtek's official website for easy access and reference for all employees. Furthermore, every new employee is required to complete human rights-related training courses - Conduct regular labor risk assessments to monitor, identify, and manage the current situation, and develop proactive enhancement measures to address necessary issues - Enforce the <i>Regulations for Organizational Communication Meetings</i> to convene regular and ad-hoc labor-management meetings between business unit management representatives and employee representatives	- An EAP assistance plan for employee care is in place to provide employees with psychological counselling-related services - Providing "Resources for Handling Workplace Illegal Infringement Incidents" and implementing related prevention plans - Effective communication and complaint channels are implemented for all employees to maintain diversified communication channels and ensure employees can fully reflect their opinions in a timely manner and receive effective feedback, while protecting whistleblowers from retaliation
	Suppliers	- Require all key suppliers to sign and comply with the <i>Supplier Code of Conduct</i> - Establish a supplier ESG risk assessment mechanism, regularly carry out audits on existing suppliers, and incorporate suppliers' sustainable performance into order allocation and long-term partnerships - Deploy a supplier labor and ethics questionnaire covering labor based on RBA 8.0 to evaluate and verify the risks and management practices of suppliers who have not yet obtained RBA certification	Reserve the right to re-evaluate partnerships and provide timely guidance or corrective recommendations if major human rights violations occur
Forced Labor and Working Hour Management	All employees at Realtek's Taiwan sites	- Set up the <i>Realtek Semiconductor Labor Policy</i> to protect employee labor rights - Prohibit any form of involuntary, exploitative and underage (under 18), and ban forced labor and any humiliating or inhumane treatment - Set up clear onboarding and recruitment workflows, rights, obligations and benefits in formal employment offers to maintain an equal and transparent employment relationship - Formulate working hours management measures, set up overtime declaration systems, requiring mutual consent for overtime, and provide overtime pay or compensatory leave - Utilize standard employment contracts under which employees retain the legal right to terminate the labor contract freely without being subject to financial deposits or security bonds - Evaluate compliance gaps against RBA Validated Assessment Program (VAP) standards and formulate targeted improvement plans	- Provide an EAP assistance plan, providing psychological counselling-services - Provide effective and smooth communication and complaint channels for employees, to ensure that employees can reflect their opinions in a timely manner and receive effective feedback - Enhance the working hour management system, strengthen relevant education and training, and optimize task allocation, to mitigate long hour risks - Leverage the overtime approval system to monitor the overtime status of employees in real-time, notifying department managers to adjust workloads
	Suppliers	- Require all key suppliers to sign and comply with the <i>Supplier Code of Conduct</i> and the <i>Conflict-Free Minerals Statement</i> - Establish a supplier ESG risk assessment mechanism, regularly carry out audits on existing suppliers, and incorporate suppliers' sustainable performance into the projects of order allocation and long-term partnership - Deploy a supplier labor and ethics questionnaire based on RBA 8.0 to monitor risk management at non-RBA certified suppliers - Hold regular supplier communication meetings to provide timely suggestions and assistance	- Conduct regular supplier audits in accordance with the <i>Supplier Code of Conduct</i>, strengthen the conflict minerals management system, and require suppliers to certify that the raw materials do not originate from conflict-affected areas - Reserve the right to re-evaluate partnerships and provide timely guidance or corrective recommendations if major human rights violations occur

Human Rights Issues	Affected Groups	Preventive Measures	Mitigation & Enhancement Measures
Freedom of Association	All employees at Realtek's Taiwan sites	● Incorporate the <i>Realtek Semiconductor Human Rights Policy</i> to support and emphasize the freedom of association ● Recognize talents as the Company's important assets, actively promoting labor-management cooperation to establish harmonious labor management interaction	● Hold quarterly labor-management meetings and Employee Welfare Committee meetings, bringing representatives of the Company and representatives of employees together for regular and ad-hoc communication
	Suppliers	● Require all key suppliers to sign and comply with the <i>Supplier Code of Conduct</i> ● Establish a supplier ESG risk assessment mechanism, regularly carry out audits on existing suppliers, and incorporate suppliers' sustainable performance into the projects of order allocation and long-term partnership ● Hold regular supplier communication meetings to provide timely suggestions and assistance ● Deploy a supplier labor and ethics questionnaire based on RBA 8.0 to assess the risks and management status of suppliers without RBA certification	● Downgrade supplier ratings, suspend order allocation, or terminate partnership in the event of a major human rights issue occurs, while providing advice and assistance in a timely manner
Abolition of Child Labor and Underage Workers	All employees at Realtek's Taiwan sites	● Prohibit the employment of individuals under the age of 18 through explicit regulations to safeguard the rights and interests of minors ● Establish clear recruitment and onboarding procedures, strengthening the verification of new employees' personal identification to prevent the accidental employment of child labor ● Maintain a strict policy of not employing student workers	● Improve preventative mechanisms and remedial measures for child labor, while formulating anti-retaliation policies to protect whistleblowers and implement internal whistleblowing mechanisms ● Provide immediate intervention and mitigation support in the event of accidental child labor misuse to mitigate human rights risks
	Suppliers	● Require all key suppliers to sign and comply with the <i>Supplier Code of Conduct</i> and the <i>Conflict Free Minerals Statement</i> ● Establish a supplier ESG risk assessment mechanism for suppliers, regularly carrying out audits on existing suppliers and incorporating their sustainable performance into the order allocation and long-term partnership ● Hold regular supplier communication meetings to provide timely suggestions and assistance ● Deploy a supplier labor and ethics based on RBA 8.0 to assess the risks and management status of suppliers without RBA certification	● Re-evaluate partnership with suppliers and provide timely corrective guidance or assistance if a major human rights issue occurs
Safe and Healthy Working Environment	All employees at Realtek's Taiwan sites	● Maintain an active Occupational Safety and Health Committee to regularly review relevant occupational safety and health issues ● Establish procedures to prevent, manage, track, and report work-related injuries and occupational diseases, and actively address potential occupational safety risks ● Continue to conduct audits of the ISO 45001 Occupational Health and Safety Management System to maintain a safe working environment ● Deliver regularly safety and health education and training, and continuously conduct certification programs for designated first-aid personnel	● Calculate Management performance based on the various factors listed in the performance evaluation standards to achieve continuous improvement objectives for occupational safety and health
	Contractors	● Enact robust onsite safety policies, including the <i>Construction Site Safety and Health Management Regulations</i> and <i>Procedures for Accident Notification, Handling, and Investigation Management</i>, to ensure work safety within the plant ● Provide regular occupational safety and health education and training to inform personnel of relevant hazards and precautions during operations	● Supervise the safety and health performance of outsourcers and contractors regularly through evaluations, guidance, and immediate corrective actions to prevent any workplace safety and health hazards
Health and Wellness	All employees at Realtek's Taiwan sites	● Provide free health examination services exceeding statutory requirements and launch a dedicated health examination program for Realtek employees	● Establish an EAP assistance plan to provide employees with psychological counselling-related services ● Launch monthly health promotion campaigns to share updated wellness knowledge with employees

Remediation Plan for the Misuse of Child Labor

1. Should the misuse of child labor be identified, the child must be immediately removed from their workstation. An immediate assessment of the nature of their work and the environment must then be conducted to determine any potential risk to their physical and mental health.
2. If, after evaluation, there is a risk to their physical and mental health, they should be immediately sent to a medical institution for a health examination. If it is confirmed that the illness or disability is work-related and requires treatment, the costs shall be borne by the Company.
3. If the child laborer is found to be in good health, then the termination procedures shall be duly completed.
4. If instances of child labor are identified, potential issues within the recruitment and employment process should be investigated, and immediate corrective and preventive measures should be taken.

5.5 Employee Care and Benefits

Diverse Channels for Communication

Realtek is committed to creating a diverse and inclusive work environment. We highly respect the characteristics, perspective, and voice of each employee, while encouraging a culture of open, sincere, and constructive communication culture throughout the Crab Family. To support these goals, we build a timely, two-way “employee communication” channels and hold both quarterly organizational communication meetings (labor-management meetings) and Employee Welfare Committee meetings. Realtek adheres to the principle of equality in speech, listens to and values diverse thoughts and opinions within the team. Employees can freely express their professional or constructive feedback through various effective communication channels, allowing the Company to respond to or provide support according to different needs, building and maintaining a sustainable, friendly workplace, thus promoting positive and harmonious relationships.

Communication and Feedback Mechanism

Realtek values the opinions and rights of all its employees and maintains smooth and complete channels for employee feedback to ensure seamless two-way communication.

Employee Communication Channels

Direct Communication Methods

- Realtek Organizational Communication Meetings
- Realtek Employee Welfare Committee
- Employee Performance Review
- Realtek Employee Engagement Survey
- New Employee Onboarding Discussions & Exit Interviews
- Realtek’s New Employee Training Camp: Executive Q&A Time
- Discussions and Seminars for Realtek’s managers
- Direct Reporting Line Consultations with Unit Supervisors and Managers at All Levels
- Designated Operational Liaison Channels with Functional Contacts and Supervisors

Feedback Channels

- President’s Mailbox
- “Voice Your Mind” Intranet Discussion Forum
- Internal Whistleblowing Channels and Grievance Procedures
- Dedicated Hotline and Mailbox for Workplace Misconduct and Harassment Consultation

Realtek Employee Engagement and Comprehensive Work Environment Survey

Realtek has adopted employee engagement as a key core performance metric for building a happy, shared-success workplace on an ongoing annual basis. Through an institutionalized and systematized survey mechanism, the Company continuously listens to employees' voices and tracks changes in their work experience, utilizing these insights as an important basis for optimizing human resources policies and the workplace environment. To respond to employees' needs in a timely manner and strengthen organizational resilience, Realtek has conducted an annual "Realtek Employee Engagement and Comprehensive Work Environment Survey" since 2025, covering all employees at its Taiwan operating sites, in order to continuously monitor trends in engagement indicators and enhance the timeliness and accuracy of improvement actions.

The 2025 Realtek Employee Engagement and Comprehensive Work Environment Survey was distributed to all employees at the Taiwan operating sites (accounting for approximately 72% of the Realtek Group) and achieved a response rate of 27.1%. Realtek will continue to use internal communication and promotional mechanisms to encourage broader employee participation, thereby increasing the statistic representativeness of the survey results as an important basis for subsequent continuous improvement in sustainability initiatives.

To ensure that the results of the Employee Engagement Survey translate into ongoing and sustainable improvements, Realtek has established the Employee Engagement Survey Planning and Management Committee, a cross-functional body. The committee convenes regularly each year in accordance with its plan to conduct in-depth discussions and formulate continuous improvement roadmaps. It reviews all indicators across three major pillars. For those indicators scoring highly, it develops initiatives to maintain and amplify existing system capabilities, fostering a highly supportive work and life environment that motivates employee to contribute and sharpens our competitive edge. Conversely, for indicators that do not fall into the high-scoring threshold, the committee conducts detailed root-cause analysis, formulates phased improvement plans, and systematically rolls out concrete adjustment and enhancement actions. The related enhancement measures derived from the 2025 survey results have been planned and implemented, as shown in the table below:



Employee Engagement Score: 86.2%

The overall employee engagement score reached 86.2% across the three main pillars: "Personal Engagement & Role Perception," "Personal Development, Benefits, and Compensation," and "Workplace Environment & On-site Experiences."



Overall Satisfaction 89.7%

Realtek further analyzed employees' Job Satisfaction, Purpose, Happiness, and Job Stress. The analysis showed that 89.7% of employees possess a clear understand their work objectives, express satisfaction with their work experience, and would recommend Realtek as an employer of choice.

Item	Areas for Improvement	Measures Implemented
1	Continue to strengthen information security policies and internal communications to enhance employee awareness and perception of the Company commitment to information security protection.	- Appoint a Level-1 Information Security Officer within each IT-related unit and convenes regular meetings focusing on various information security management issues, working together with the Information Security Center to promote information security protections and measures. - The Company promotes a company-wide "Realtek Information and Communication Security Education Series" and "Company-wide Employee Email Social Engineering Drills" to continuously reinforce and enhance all employees' awareness and capabilities regarding information security protection. - Send an information security e-newsletter to employees' email inboxes regularly and publishes the latest information security updates and policies on the homepage of the corporate intranet, enabling employees to understand current and upcoming information security measures and strengthening internal communication and information transparency.
2	Enhance employee cafeteria dining options and dining facilities to offer employees a comfortable, healthy, and friendly dining experience.	Convene quarterly Catering Committee meetings to review and discuss the meal quality, service, and other aspects of contracted catering vendors; at the same time, through a vendor selection process, well-known chain restaurant brands are introduced into the employee cafeteria to provide employees with more diverse dining options.

In 2026, Realtek continued to conduct its annual employee engagement survey, commissioning the external professional organization Great Place to Work (GPTW) to conduct an anonymous survey to collect employees' feedback on the Company and their overall work experience. In its first year of implementation at the Taiwan operating sites in 2026, the survey achieved outstanding results, with 84% of employees recognizing Realtek as an employer of choice. Realtek Singapore and Realtek Vietnam also received positive feedback scores of 78% and 94%, respectively. Consequently, all three regional entities were awarded the "Great Place to Work" certification.



Overall, through the ongoing refinement of its employee engagement system, Realtek is gradually building a positive, feedback-driven management cycle centered on employee input, turning data into action and establishing a common language for communication and improvement. Looking ahead, Realtek will remain highly attuned to shifting industry landscapes, societal trends, and changes in employee engagement metrics. The Company is dedicated to developing and enhancing strategies, ensuring that our sustainability milestones further enrich Realtek's distinctive corporate culture of teamwork, innovation, and vitality.

Employee Assistance Program (EAP)

Realtek's Employee Relations Development and the Occupational Safety and Health Center are responsible for implementing employee counseling and assistance mechanisms, promoting employees' workplace adaptability and mental well-being. In addition to systematic onboarding check-ins to monitor the workplace adaptability of new employees, a comprehensive suite of individual consultations and support services are also provided, such as the 'Employee Assistance Program' (EAP), which offers employees professional services covering career guidance, work-life balance, family and parenting, emotional relationships, mental health, management consulting, legal counsel. This is done through comprehensive actions to achieve the goal of employee care!

Realtek collaborates with the professional mental health counseling organization "Yulian Management Consulting Co., LTD" and "Cheng Kuan Attorneys-at-Law" to provide employees with free "legal advice helpline" and "psychological counseling services." To ensure accessibility across diverse scenarios, we provide versatile consultation channels, including on-site consultations with professional advisors, as well as remote communication options such as video conferencing, telephone, and email. Through comprehensive and diverse assistance plans, we safeguard our employees' physical and mental health and offer consultations on work-life related topics. According to our 2025 statistics, employees' overall satisfaction with the on-site psychological counseling services reached an exceptional rating of 4.79 points out of 5. Concurrently, the Realtek Occupational Safety and Health Center also enhances organizational safety, occupational safety, health promotion services, mental health care, and prevention of workplace harassment through various project plans and communication assistance mechanisms. These efforts aim to optimize the working environment and benefits at Realtek.

Work-Life Balance

Achieving a balance between work, health, and family life is a universal pursuit. Realtek therefore attaches great importance to improving the work-life balance and health awareness of employees. We maintain a long-term commitment to planning and implementing related promotion programs for all employees, including full-time, contract, and part-time employees. For example, we offer a variety of themed Realtek intellectual life series lectures, hold various team innovation vitality activities and sports events, set up Realtek Vital and Energetic Sports Center and libraries, establish various clubs, and regularly provide health promotion and disease prevention related lectures and information sharing. In terms of our employees' life welfare, the Company also plans a variety of programs every year to take care of employees' health, improve work morale, create a healthy and energetic work culture, and build a healthy physique and long-term competitiveness for sustainable corporate operations.



Club Activities



Realtek features 43 clubs voluntarily organized by employees, spanning diverse categories such as sports, arts and culture, and learning and intellectual enrichment. We actively encourage employees' participation in club activities to create opportunities to expand their social networks and explore personal interests, resulting in a vibrant and fulfilling work-life experience. The Realtek Employee Welfare Committee provides annual subsidies for these clubs and organizes a series of Realtek Cup Championships. In 2025, the Realtek Cup Championships included basketball, volleyball, badminton, table tennis, tennis, softball, and board games, comprising a total of 7 tournaments with 539 attendances. Through these competitions, Realtek aims to cultivate team spirit, deepen interdepartmental collaboration, and encourage healthy recreational habits while strengthening the lifelong camaraderie among our colleagues.

Realtek Vital and Energetic Sports Center

Realtek has established the “Realtek Vital and Energetic Sports Centers” to provide employees with diverse and enriching multi-functional facilities. The “Realtek Vital and Energetic Sports Center I,” integrates the functions of the Realtek Joy Reading Hall, Employee Learning Development Center, Employee Care Center, Realtek EAP Research and Development Center, CSR Professional Planning Center, Employee Counseling Center, Parent-Child Game Room, Fun Leisure Area, Basketball Game Area, Stress Relief Massage Room, Breastfeeding Room and Medical Area. In 2023, the “Realtek Vital and Energetic Sports Center II” was completed. With the aim of health, happiness, and vitality as its core values, it is a comprehensive sports complex featuring seven major areas: Strength and Conditioning Fitness Center, Multi-purpose Sports Court (for Basketball, Badminton, and Volleyball), Table Tennis Room, Billiards Area, Rhythmic Dance and Yoga Room, and Parent-Child Recreational Area, and Game Area. The “Realtek Vital and Energetic Sports Center III” was officially opened in 2025, featuring a variety of multi-functional facilities to create a sports and leisure venue exclusively for Realtek team members. The Realtek Vital and Energetic Sports Centers regularly offer various sports courses and invites external fitness coaches to guide employees on how to correctly use equipment and related fitness information. In 2025, the total number of visits to the Realtek Vital and Energetic Sports Centers was approximately 128,000; a total of 1,656 sports classes, with approximately 16,000 attendances.

Sports Physical Training Area



Realtek Vital and Energetic
Sports Center I



Realtek Vital and Energetic
Sports Center II



Realtek Vital and Energetic
Sports Center III



Realtek 39th Anniversary Family Day

Company-Wide Activities

In addition to the annual End-of-Year Celebration Party, one of the most important all-staff events of Realtek is the “Realtek Family Day.” We invite all employees to bring their relatives and friends to join this grand event. Realtek Family Day consists of six main activities: ① an all-inclusive gathering featuring the award ceremony for senior employees and a variety of stage performances, ② Realtek Ironman Triathlon and Sports Competitions, ③ team collaboration contests for the Crab Family, ④ Big Crab, Little Crab amusement facility experiences and parent-child challenge activities, ⑤ the Crab Family strolling together through the funfair, and ⑥ Realtek employees joining hands with local communities in a cultural-experience interactive market area. These activities create an exclusive “team, innovation, vitality” atmosphere for the Crab Family and foster the unique cohesion of the Crab Family! The 39th-anniversary Family Day saw the participation of approximately 7,160 individuals, including employees, their families and friends, and teachers and students from four rural schools. In the sports competitions, 182 employees formed teams to participate.



2025 End-of-Year Celebration Party

Realtek Employee Welfare Committee

To enhance organizational vitality and improve employee experiences and welfare, Realtek has established the Employee Welfare Committee (hereinafter referred to as the Welfare Committee). This includes all employees (including full-time, contract, and part-time employees) who enjoy the same Employee Welfare Committee benefits. The Realtek Welfare Committee holds regular meetings annually to plan and establish various employee welfare policies, including a series of intellectual life lectures throughout the year, and organizes diverse types of activities. These activities are diverse, interesting, and profound, covering a range from investment finance, arts and humanities, astrology, interpersonal relationships, leisure activities, life skills, to sports competitions and parent-child interactions. It is hoped that through the planning and implementation of the Employee Welfare Committee's activities, the content and positive feelings of employees' work life will be enriched and they will experience the power of full organizational support!

The Welfare Committee, guided by the principle of “The Crab Family Unites, Benefits Shared by All,” has implemented various welfare policies with the dedicated efforts of the project planning team and all committee members. In addition to co-hosting large-scale events with the Company that all employees can participate in, the committee held numerous fun and educational themed events in 2025. These included “Realtek Intellectual Life Lecture Series,” “Hope Cinema,” “Little Crab Story House,” the “Realtek Creative Artisan Handcraft Series,” and the “Realtek Cup Series Championships,” among other exciting and fun themed activities, promoting the enjoyment of work and life among employees. We actively create organizational momentum at Realtek. Through innovative and breakthrough activities, Realtek and the family members of the Crab Family experience Realtek's benevolent charm together, creating a unique cohesion within the Crab Family!



Welfare Measures and Investment for All Employees

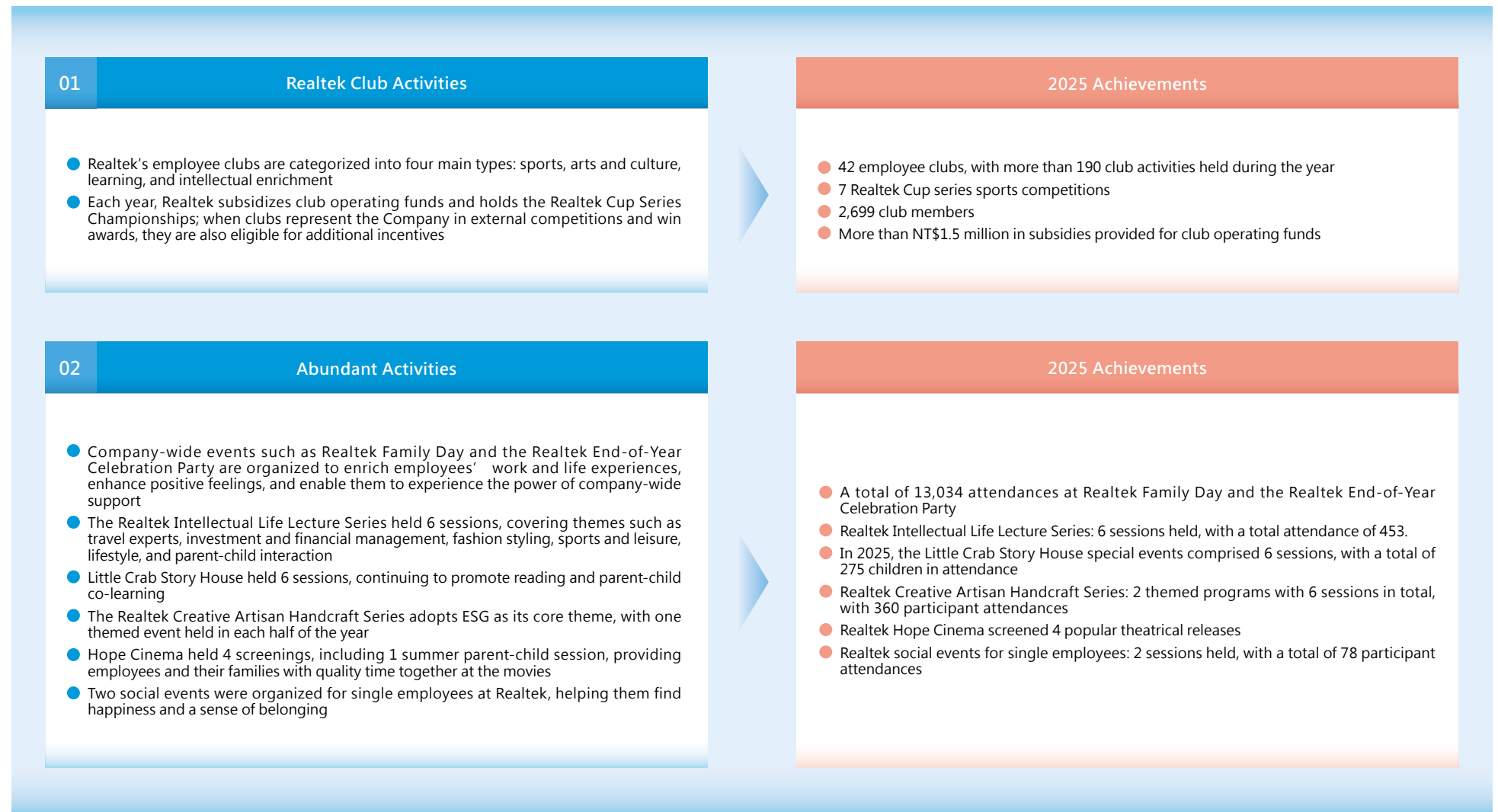
Realtek's compensation and rewards philosophy is to provide equitable benefits, remuneration, and recognition opportunities for all employees (including full-time, contract, and part-time employees). This approach ensures that all of our compensation and reward benefits are implemented with fairness and inclusiveness.

Benefit Categories	Benefit Item	Content
Bonus-Related Benefits	Bonuses, Compensation and Welfare Policy	Distributed in accordance with the Company's compensation and welfare policies. Includes year-end bonuses, performance bonuses, Dragon Boat Festival and Mid-Autumn Festival bonuses, wedding gift, childbirth subsidies, funeral subsidies, department funds, business travel allowances, business travel fuel allowances, etc.
	Birthday Celebrants and Festival Vouchers	E-vouchers are issued for festivals (Labor Day, Dragon Boat Festival, Mid-Autumn Festival) and birthday celebrants, employees can choose a variety of channels according to personal consumption preferences.
	Crab Family Fund	Monthly distribution of electronic gift vouchers that enriches their work-life experience.
	Cafeteria Benefit Plan	The Employee Welfare Committee decides the amount of welfare benefits that each employee can apply for each year.
	Employee Purchase Vouchers	Discounted vouchers are available for employee purchase, and E-vouchers are introduced to promote environmental protection and offer employees a variety of brand channels. Additionally, the function of APP voucher transfer and voucher return is added to enhance convenience.
	Subsidized Dining	Meal subsidies and diverse daily lunch and dinner options across various food counters.
Facility Benefits	Pension Plan	We make full pension contributions in accordance with applicable laws and regulations. For further details, please refer to page 95 of Realtek's 2025 Annual Report and pages 26, 38–41, and 47 of Realtek's 2025 Consolidated Financial Statements .
	In-House Kindergarten Childcare Services	The Employee Welfare Committee has established Realtek Kinderland Preschool to provide kindergarten education services.
	Living Facility Services	The office park is equipped with a Starbucks Realtek store, a 7-11 convenience store, a Family Mart, a Xiao-Yu store, and a smart vending area.
	Adequate Parking Spaces	The Company offers sufficient parking spaces for cars and scooters and charging facilities for electric vehicles.
	Plant Shuttle Bus Service	Free shuttle buses with multiple daily trips are provided between Realtek Office 1, Office 2 / Office 3, and Realtek Biomedical Office 1 to enhance employees' convenience when traveling between plants for business purposes.
	Sporting Facilities and Environment	Realtek Vital and Energetic Sports Center I was established in Office 1, and Realtek Vital and Energetic Sports Center II was established in Office 2 and Office 3, while Realtek Vital and Energetic Sports Center III was established in Biomedical Office 1. The facilities include various fitness equipment, basketball, volleyball, badminton courts, billiards, table tennis, basketball machines, as well as shower rooms and toiletries.

Benefit Categories	Benefit Item	Content
Facility Benefits	Cultural Reading Spaces	The Company has established Magazine reading rooms in each plant, containing a diverse selection of technology, management, finance, family, and health magazines for employees to read. At the same time, the Company has set up comfortable Joy Reading Hall in the Office 1, Office 2 / Office 3 and Biomedical Office 1, with books and multimedia contents updated every month and available to employees for free.
Shared Activity Benefits	Prize Drawings at Family Day and the End-of-Year Celebration Party	The Company and the Employee Welfare Committee plan and organize money and prize drawings for Family Day and the End-of-Year Celebration Party, various club activities, a variety of Realtek Intellectual Life lecture series and events, and the Realtek Hope Cinema, etc.
Other Health and Project Benefits	Types of Leave	Includes annual leave, maternity leave, paternity leave (including for maternity tests), personal leave, sick leave, marriage leave, bereavement leave, etc. At the same time, the Company provides comprehensive paid leave benefits that exceed legal requirements, such as employee self-scheduled flexible leave, paid parental leave for female employees, and volunteer leave, encouraging employees to make diverse and appropriate use of leave to balance work and personal needs.
	Employee Assistance Program (EAP)	Includes psychological counseling, legal advice, stress-relieving massages service, and at least one annual Employee Assistance Program seminar.
	Group Insurance	Realtek provides free group insurance to employees. Each employee's spouse and children can also enroll in the group insurance at the Company's cost.
	Business Travel Insurance	Realtek provides domestic and international business travel insurance.
	Annual Health Check-up	- The Company commissions a high-quality medical team to provide an annual health check for all employees. Besides general items such as blood tests and urine tests, the examination goes beyond legal requirements to include more advanced tests such as abdominal ultrasounds, electrocardiograms, and cancer screening, etc. - Employees' family members can also have a health check at a discounted cost, and both employees and their families are welcome to request additional self-paid tests.
	Health Consultations with Resident Physician	Approximately nine sessions are held monthly, with a professional physician stationed on-site to provide three hours of consultant service per session.
	Breastfeeding Room	The Company provides employees with a professional and comfortable breast-feeding room.
	Airport VIP Lounge	Negotiate with airlines for special offers and provide a wide range of VIP services.
Contracted Vendor Benefits	Contracted Vendor Benefits	The Company and the Employee Welfare Committee have signed contracted vendor agreements with more than 6,000 quality vendors, enabling employees to enjoy Realtek-exclusive discounts and services in both their work and daily lives.

· List of Employee Welfare Activities in 2025

In 2025, a total of 25,309 participations were recorded in Realtek's employee welfare activities.



Happy Crab Family

Realtek values the needs of its employees throughout the various stages of their lives and is increasingly attentive to and delighted to see them smoothly and securely advance toward life's major milestones as part of the Realtek family.

Social Activities

Realtek partnered with the NTU Hospital Hsinchu Branch to foster a happy workplace environment. In 2025, we co-hosted two singles networking events, providing opportunities for employees from both organizations to interact and form friendships while expanding their social circles. Through themed experiential activities, participants can meet new friends and potentially find suitable partners, helping single colleagues achieve personal happiness. We will continue to plan and launch family-friendly initiatives and promote work-life balance, building upon our concrete achievements in these areas.



Insurance Program for Employees and their Dependents

In addition to statutory Labor and Health Insurance, Realtek provides employees with comprehensive group insurance benefits, with premiums fully paid by the Company. This coverage includes life insurance, accident insurance, accident medical insurance, hospitalization insurance, cancer insurance, and health insurance for statutory communicable diseases, offering employees complete and thorough protection. To extend this care to employees' families, the spouses and children of full-time employees can also be enrolled in the group insurance plan, with premiums fully covered by the Company. Additionally, employees have the option to enroll their parents in hospitalization and cancer insurance at preferential rates. Realtek not only cares for its employees but is also committed to the health, protection, and well-being of their families, aiming to create the best employee experience and foster a harmonious, cohesive environment, with a strong focus on family health insurance and support for their lives.

Parenting Support

Realtek is committed to fostering a family-friendly workplace and provides new parents in the Realtek Crab Family with appropriate support in four key areas:

Realtek's Four Key Aspects of Parenting Support

01



Leave and attendance management system and maternity/parental benefits superior to statutory requirements

02



Support for employees in establishing and operating parenting support groups

03



Maternal health care and support

04



Establishment of the Realtek Kinderland Preschool under the Employee Welfare Committee to support employees in childcare



Leave management system and maternity/parental benefits superior to statutory requirements

To provide new parents at Realtek with more time to spend with their newborns, starting in 2024, the Company, in a manner that exceeds the standards stipulated in the *Act of Gender Equality in Employment*, grants female employees a 4-week fully paid parental leave that immediately follows their 8 weeks of maternity leave. Furthermore, to support spouses during pregnancy, all employees are entitled to a total of 7 days of pay leave for prenatal checkups and paternity leave. This leave can be flexibly utilized to accompany spouses to prenatal examinations or to be taken within 15 days before and after the childbirth (or miscarriage); with full wages paid throughout the period.

In addition, the childbirth subsidy has been raised from NT\$1,200 to NT\$10,000 per birth to encourage employees to have children, demonstrating tangible support for their family care needs. At the same time, Realtek has implemented a comprehensive unpaid parental leave policy under which both male and female employees may apply in accordance with relevant procedures, enabling them to devote themselves to caring for their family members. In 2025, our structured support system enabled a remarkable 83.33% return-to-work rate following parental leave.

Number of Employees Applying for Unpaid Parental Leave	32
Reinstatement Rate	83.33%
Retention Rate	75%
Total Number of Maternity Allowances Issued	169

· Realtek Taiwan Parental Leave Statistics

Items	Female	Male	Total
Number of Employees Eligible for Unpaid Parental Leave in 2025 (A) ^{Note}	63	364	427
Number of Employees that Used Unpaid Parental Leave in 2025 (B)	18	14	32
Total Number of Employees Expected to Be Reinstated in 2025 after Using Unpaid Parental Leave in 2023 (C)	14	10	24
Total Number of Employees Reinstated after Using Unpaid Parental Leave in 2025 (D)	11	9	20
Total Number of Employees Reinstated after Using Unpaid Parental Leave in 2024 (E)	9	6	15
Total Number of Employees Still with the Company 12 Months after Returning from Unpaid Parental Leave in 2024 (F)	9	3	12
Reinstatement Rate after Using Unpaid Parental Leave in 2025 (D/C)	78.57	90	83.33
Retention Rate after Using Unpaid Parental Leave in 2025 (F/E)	100	50	75

Note: According to the employee group insurance, the condition for employees' children is set to those born after January 1, 2023 (inclusive). If both parents are employees of the Company, their children can only be insured by either the father or the mother, so there won't be a problem of double-counting employees' children.



Support for Employees in Establishing and Operating Parenting Support Groups

Realtek Semiconductor's "Sensory Integration Club for Parents of Young Children" provides a warm and supportive communication platform for new parents in the Crab Family. The club helps employees more steadily navigate transitions between their different roles at work and at home. Through diverse formats such as experience-sharing, shared reading and learning, and experiential activities, it promotes the exchange of parenting knowledge and experiences. While remaining engaged in their work responsibilities, employees can use the platforms and channels created by the club's activities to share approaches to balancing work and family life, and to continually receive parenting resources and support.



Maternal Health Care and Support

Realtek places great emphasis on the care during pregnancy, postpartum, and infant care of our employees. From the moment a female employee announces her pregnancy until one year after the birth, our Occupational Safety and Health Center provides comprehensive 'Maternal Protection' health care. In addition to offering services such as professional consultations with our factory doctor after prenatal check-ups, we also have a well-established system for maternity leave. We offer guidance on health education during pregnancy and postpartum self-care and childcare to help pregnant employees fully understand important knowledge and skills for pregnancy care, postpartum physical and mental health, and childcare. At the same time, the Company also provides clean, safe, comfortable, and private breastfeeding rooms, offering a friendly and stress-free environment for breastfeeding for new mothers.



Establishment of the Realtek Kinderland Preschool under the Employee Welfare Committee to Support Employees in Childcare

Regarding family care, Realtek supports employees in balancing family responsibilities and career development. The Realtek Kinderland Preschool established by the Employee Welfare Committee offers a full range of senior, middle, and junior kindergarten classes, as well as two toddler classes, for a total of five classes, enrolling children of Realtek employees aged 2 to 6. The preschool commenced operations and began enrollment in February 2025. Realtek Kinderland Preschool is founded on the 21st-century core competencies of "6C" (character, global citizenship, collaboration, communication, creativity, and critical thinking) as its educational philosophy, based on which it develops distinctive teaching curricula. In alignment with employees' work schedules, it adopts a flexible design and provides free extended childcare services, enabling employees to focus on completing their work tasks with peace of mind.



In terms of faculty and teaching quality, each class is staffed with two teachers. The entire team — including the principal, professional teachers, and childcare staff — holds university or higher degrees in early childhood education or related fields, ensuring that preschool children can learn and grow in a safe, high-quality, and professional environment. Through a comprehensive childcare support mechanism, employee parents can fully apply their expertise at work without worries, while their children achieve steady growth in an appropriate educational and care environment, concretely translating our family-friendly corporate policy into reality.

5.6 Healthy Work, Harmonious Living

A Safe, Healthy Workplace

Realtek Occupational Safety and Health Policy



- 01 Emphasis on occupational safety and health is one of the Company's management priorities.
- 02 Eliminate hazards and reduce occupational safety and health risks with the goal of achieving zero accidents.
- 03 Based on decrees and other requirements, we will continue to improve occupational safety standards.
- 04 It is the basic responsibility of the Company to provide a safe and healthy working environment with the participation and consultation of workers.

Occupational Safety and Health Committee

Realtek established the Occupational Safety and Health Committee in accordance with Article 23 of the *Occupational Safety and Health Act*. The President serves as the Chairman and the committee has 14 members, including six labor representatives (42.9%), and convenes quarterly review of occupational safety and health issues. Realtek is in the IC design industry, where overall operational risks are relatively low, and no employees are engaged in high-risk work or roles that involve exposure to specific occupational diseases. In addition to complying with domestic and international occupational safety and health regulations, we continue to optimize our occupational safety and health management systems and operating procedures, striving to create a safe, healthy, and trustworthy working environment. In 2025, the OSH Committee held 4 meetings. Important resolutions included organizing health promotion activities, offering a subsidized self-paid flu vaccination program, reviewing occupational safety and health management for high-risk contracted operations, conducting risk assessments and emergency response drills for industrial collaborative robots, and implementing a noise control program for EQC equipment.



Comprehensive Occupational Health and Safety Management Systems

Realtek passed the ISO 45001 Occupational Health and Safety Management Systems document review and external audit in 2021, covering Realtek Office 1 and all company-related workers entering and exiting the factory area. Through standardized and systematic management, we are actively building a healthy and safe working environment.



ISO 45001 Occupational Health and
Safety Management Systems

Validity Period: 2024.12.15~2027.12.15

Hazard Identification, Risk Assessment, and Incident Investigation

Realtek complies with industry-related laws such as the *Occupational Safety and Health Act* and *Labor Standards Act*, and follows the ISO 45001 *Hazard Identification and Risk Evaluation Management Procedures* and *Incident Reporting, Handling, and Investigation Management Procedures*. We identify all potential hazards that could cause physical or psychological harm due to the nature of work or working environment, and adopt effective measures to assess, monitor, eliminate, avoid, and prevent potential risks, improving according to the PDCA management system. In 2025, according to the results of the hazard identification and risk evaluation management procedures, all risks at Realtek were low. In addition, in the *Declaration on Preventing Workplace Illicit Infringement*, the Company has stipulated that “The Company will never disadvantage employees who stop working or retreat to a safe place due to the risk of endangering their body or life when performing their duties.” We actively construct a safe, healthy, and zero hazard-risk working environment. In 2025, three occupational accidents were reported, all of which were commuting accidents involving employees traveling to and from work, and there were no legal litigation incidents caused by employee health and safety hazards.

Occupational Safety and Health-Related Education, Training and Management for Contractors and Subcontractors

Realtek has long focused on maintaining the safety and hygiene of all workers in the workplace. In addition to regularly providing employees with safety and hygiene education training, and continuously implementing qualified first aid personnel training, the Occupational Safety and Health Center (hereinafter referred to as the OSH Center) conducts safety and hygiene education training for all outsourcing and contracting firms entering the Realtek campus. This is to ensure they adhere to relevant safety and hygiene regulations and to reduce the safety risks within the campus. The OSH Center informs them of the relevant hazards during operations and constantly supervises the safety and hygiene performance of outsourcing and contracting firms. They also execute evaluations and guidance, immediate improvement actions, to avoid any safety and hygiene hazards within the factory. In 2025, a total of 28 attendances attended occupational safety and health-related education and training; 2 regular and ad-hoc training sessions were conducted for outsourcers and contractors.

• Safety and Hygiene Training for Catering Contractors



Occupational Safety Performance

The OSH Center defined supervision and measurement methods for operations and activities that may pose unacceptable, latent safety and health risks due to inattention to ensure a safe and healthy working environment, and defines supervision and measurement methods to keep these activities under control. At the end of each quarter, management performance is calculated using the factors listed in the performance evaluation standards to realize the goal of improving safety and health. These measures ensure safe practices and effective risk control among all members of the Company. In the past eight years, there have been no violations of any employee health and safety regulations.

3 Occupational Accidents
(all of which were
commuting accidents)

0 Occupational Disease Cases

0 Violations of Employee Health and Safety Related Regulations

Badge of Accredited Healthy Workplace: Realtek Builds a Comprehensive Health Support System

On the path of pursuing technological innovation, Realtek has always believed that only healthy employees can build a sustainable company. In 2025, Realtek passed the Healthy Workplace Promotion Evaluation of the Ministry of Health and Welfare and obtained the Badge of Accredited Healthy Workplace. This recognition symbolizes the Company's many years of dedication and practice in health management and safety policies, and once again delivers concrete results under the Social ("S") dimension of ESG.

To enable employees to work with peace of mind and grow sustainably, Realtek has established a comprehensive support system covering physical and mental health, work-life balance, disease prevention, and self-management:

- **Physical and mental health promotion:** Through the Occupational Safety and Health Committee, Realtek promotes relevant health and safety policies, institutionalizing mechanisms to safeguard workplace safety.
- **Health promotion facilities:** Massage rooms, gyms, yoga studios, and a Vital and Energetic Sports Center are provided, allowing employees to recharge themselves amid their busy schedules.
- **Healthy body weight management:** Weight-loss competitions, health seminars, and nutrition education are organized to help employees better understand their own health and implement lifestyle improvements.
- **Cancer screening support:** Based on analysis of the top ten health risks, Realtek regularly arranges cancer screening and health checks to enhance early prevention capabilities.
- **Chronic disease management:** A tiered health examination management mechanism is adopted and combined with one-on-one health consultations and long-term follow-up to help employees track changes in their health status and achieve continuous improvement.

This badge is a strong affirmation of Realtek's long-standing efforts to create a high-quality workplace environment, and it also symbolizes the Company's determination to keep advancing in building a sustainable workplace.



Gold Award of the Healthy Workplace Benchmark Award: People-Centered Sustainable Competitiveness

In 2025, Realtek received the Gold Award of the Healthy Workplace Benchmark Award from the Ministry of Health and Welfare. This is not only a recognition of the Company's achievements in corporate health governance, but also symbolizes Realtek's firm commitment, within the high-tech industry, to making "creating a workplace environment where talent can perform with peace of mind" the core of its competitiveness.



Building on an institutionalized health management framework and integrating scientific risk prediction with precise interventions, Realtek has established a systematic model to support both physical and mental health:

- **Health risk prediction and precision management:** Predicting risks through health data analytics and combining these with individualized intervention strategies to enhance employees' health resilience.
- **Mental health and resilience support:** Implementing programs to strengthen psychological resilience, enabling employees to remain stable and focused in a highly dynamic R&D environment.
- **Maternity-friendly measures:** Providing multiple forms of support for female employees, including breastfeeding rooms, well-planned care pathways, and maternal health care services, thereby creating a workplace that supports both professional development and family needs.
- **Comprehensive health governance mechanisms:** Continuously optimizing systems through a traceable and verifiable governance framework and promoting corporate sustainability using health indicators.

Realtek firmly believes that maintaining gender equality and promoting employee health are fundamental to sustaining organizational and human innovation capacity and long-term development. Receiving this Gold Award is clear evidence of Realtek's people-centered approach and its ongoing commitment to creating sustainable value.

Emergency Response Plan

In 2025, Realtek conducted 2 emergency response drills, with 112 people participating in the first half of the year and 156 in the second, for a total of 268 attendances and a 98% completion rate. The drills included hands-on operation of descent devices and fire hydrants, along with casualty transport exercises by the first-aid and rescue teams. A review meeting was convened immediately after each drill to discuss the findings. The purpose of these drills is to enhance employees' familiarity with emergency response procedures, enabling them to react appropriately by strictly adhering to standard operating procedures in the event of an unforeseen emergency. The objective is to minimize potential damage and prevent disasters from occurring.

Emergency Incident Response Team Drill Procedures

Immediately notify the fire department

Mobilize the Emergency Response Team

The evacuation squad directs employees to safe areas

The firefighting rescue squad uses fire extinguishers to begin putting out flames

Fire extinguisher, fire hydrant, descent devices, and rescue simulations

Review and Improvement

UPS Room Fire Drill

To create a safe and worry-free workplace for all employees, Realtek has holistically considered the environmental profile, facility layouts, and equipment of each plant to meet the firefighting and rescue requirements associated with lithium batteries in the newly added UPS equipment facility at Office 3. Through practical simulation drills, the Company strengthens its experience in responding to emergencies and disasters, thereby building a working environment where employees can feel fully secure. In 2025, in addition to conducting lithium battery rescue drills for the new UPS equipment facility, Realtek also incorporated evacuation drills to further enhance scenario-based emergency response simulations.

· UPS Equipment Room Fire Rescue Drill



· Emergency Evacuation Drill



Health Promotion and Employee Care

Monthly Health Promotion

The OSH Center issues monthly health promotions that are designed and published based on seasonal characteristics, important health and medical topics, and recent public health issues (such as healthy diet, new pharmaceutical information, and disease awareness). The purpose is for all Realtek employees to absorb more knowledge and practices that are beneficial to themselves, their teams and their families, bringing greater health and joy to their work and family lives. Realtek continues to provide employees with the latest and most comprehensive physical and mental health information through promotional materials and seminars, in order to enhance health awareness and build their self-care capabilities. We also remind employees to look after their physical and mental well-being with a proper diet, regular exercise, and stress relief while they are busy at work.

· Health Lecture



Monthly Health Promotion Materials

消脂保肝一把罩!

一、脂肪肝的形成與過程:

二、高風險族群:

- 體重過重
- 糖尿病及有糖尿病家族史
- 高血脂
- 短期內體重減輕過多
- 服用降脂藥或某些營養補充劑的患者
- C型肝炎

三、逆轉脂肪肝 改變從生活做起!

- 限制熱量及糖份攝取
- 低脂食物
- 多攝取蔬果
- 中低強度的運動
如: 快走、游泳、騎單車...等。

~ 順安衛中心 醫務室 關心您 ~

非藥一覺好眠到天亮

固定作息，讓身體習慣放鬆

- 每天固定的人睡與起床時間，有助於調整生理時鐘。
- 建議睡眠時間：7~8小時，但年齡不同，需求也會略有差異。

規律運動好習慣

放鬆舒適，溫和運動方式屬於劇烈運動。

睡前不再數星星

- 茶、咖啡等，這些提神好喝，中午後請說No!
- 咖啡因代謝慢，容易干擾晚上入睡。

改變對睡眠的想法

- 「昨晚睡不好，今天一定要早點睡！」
- 「偶爾一覺睡不好沒關係，保持穩定作息才是關鍵！」

想睡再上床，床鋪只留給睡眠

- 睡不著時不必強逼上床。
- 只有在睡覺的時候才上床。

睡前放鬆三撇步，身心一起慢慢開機

- 漸進式肌肉放鬆法：從腳趾開始，逐步放鬆各部位。
- 冥想想像法：閉眼想像海面、草原等平靜場景，讓放鬆的感覺傳遍全身。
- 腹式呼吸法：每分鐘10~15次深長的呼吸，幫助安定神經。

打造舒適的睡眠環境

- 燈光柔和
- 室溫約25~26°C
- 環境安靜無干擾
- 戴一組舒適的枕頭，幫助安心入睡。

~ 順安衛中心 關心您 ~

血壓控制好，健康沒煩惱

血壓高無感卻傷身?!

● 血壓標準值: <120 / <80 mmHg

● 高血壓分期:

- 第一期: 收縮壓 120~139 或舒張壓 <80 mmHg
- 第二期: 收縮壓 140~159 或舒張壓 80~89 mmHg
- 第三期: 收縮壓 ≥160 或舒張壓 ≥90 mmHg

● 高血壓常見併發症: 中風、視網膜病變、腎衰竭、心臟病變、心臟衰竭...

日常保養守則

- 少油少鹽，飲食清淡
- 戒菸、戒酒
- 規律運動 (每週至少150分鐘中等強度活動)
- 適度減重，維持理想體重
- 保持樂觀，不自行停藥

生活小提醒

- 壓力管理：深呼吸、運動、放鬆心情
- 睡眠充足：每天 7~8 小時
- 定期健檢：適時血壓與心血管健康

~ 順安衛中心 Real Take Care ~

認識麻疹，麻煩不來找

1 什麼是麻疹?

麻疹是由感染麻疹病毒 (Measlesvirus) 引起的急性呼吸道傳染病。

2 麻疹有哪些症狀呢?

- 初期症狀與感冒很像，前驅症狀包括發燒、鼻炎、結膜炎 (畏光、流眼淚、眼睛發紅)、咳嗽等。
- 前驅症狀 3 到 4 天後會出現紅疹。(少數個案也可能沒有出疹或出疹型態不典型。)

3 麻疹是如何傳染的呢?

4 如何預防呢?

- 勤洗手(2)進入教室/公共區域/搭乘大眾交通工具建議佩戴口罩(3)施打 MMR 疫苗

5 曾與麻疹患者足跡重疊怎麼辦?

- 自主健康監測 18 天(最後 1 次接觸日起往後推換)。
- 每日早晚各量體溫 1 次，並詳實記錄體溫、活動量。
- 避免出入公共場所，並儘量佩戴口罩。
- 持續觀察是否出現疑似症狀，若出現症狀，請儘速與衛生單位聯繫，並主動就醫，避免搭乘大眾運輸工具，也請全職戴口罩，主動告知醫師接觸史。

6 確診者近期足跡

- 請參閱各縣市衛生局網頁
- 商業安全衛生中心不定期足跡公告

重要提醒:

- 疑似有症狀疑似足跡重疊者，如有健康疑慮，可諮詢衛服局醫政室。
- 經主管機關列為接觸者或疑似者，請速報衛服局醫政室。

總機分機：一線(台灣辦公) tel: 16119 / 二三線(大直辦公) tel: 20119
總機分機(24小時)：一線(台灣辦公) tel: 16119 / 二三線(大直辦公) tel: 20119

~ 順安衛中心 關心您 ~

Health Protection for Lasting Well-being

Guided by a people-centric approach to sustainability governance, Realtek regards employee health as a cornerstone of stable operations and long-term development. Based on annual health examination data and health promotion intention surveys, the Company identifies workplace health risk trends and issues of concern to employees, evaluates resources and feasibility, and sets specific and measurable health promotion targets as the core framework for health management. Through a “Four-Season Cyclical Health Protection” model, Realtek systematically supports employees in cultivating sustainable and resilient health behaviors in their daily lives, creating a secure and stable workplace environment and demonstrating its long-term commitment to employee health management.

In addition to the four-season physical health program, Realtek has also incorporated mental health and emotional resilience into the “Health Protection for Lasting Well-being” framework. Throughout the year, the Company promotes five key training pillars on emotion and stress management and launched a series of courses on “Enhancing Emotion Management and Communication Skills,” with a total of 694 employees participating. The courses are designed for all employees while strengthening supervisors' key competencies in psychological support, conflict response, and communication guidance. Through a systematic approach, Realtek reduces psychosocial risks in the workplace, enhances positive interactions, and gradually builds a psychologically safe network and a supportive organizational culture.

By promoting the five pillars of mental health, Realtek has further extended mental health management from the individual level to the dimensions of organizational governance and managerial responsibility and created synergies with the four-season physical health promotion program to jointly shape a “holistic, year-round physical-and-mental health protection system.” This framework continues to deepen the “Social” (S) dimension of ESG and human capital management, and concretely advances the following sustainability goals:

- Strengthen employees' capabilities in health risk prevention and self-management
- Reduce the impact of disease risks on workplace safety and operational stability
- Build a supportive workplace culture to enhance employee well-being and retention
- Implement institutionalized and cyclical health promotion to fulfill the Company's long-term sustainability commitments

Protecting Wellness Across the Seasons

Q1

Liver Health Protection

Prevention First, Starting from Data

In response to common metabolic stress and abnormal liver function risks associated with modern work styles, Realtek launched the “Liver Health Protection” program in the first quarter under the theme “Comprehensive Fat Reduction and Liver Protection,” and organized “Health Examination Report Interpretation and Consultation” seminars. Professional physicians explained liver function and related test results, focusing on lifestyle improvement and chronic disease prevention, helping employees correctly understand their health status and providing practical daily adjustment recommendations, thereby embodying the spirit of preventive medicine. The seminar participation rate reached 85%.

Q2

Sleep Health Protection

Non-pharmacological Interventions to Restore Quality Sleep

Since sleep quality is closely related to mental health, work concentration, and chronic disease risks, Realtek promoted the “Sleep Protection Program” in the second quarter, communicating the concept of “Good Sleep Without Medication Through the Night” and organizing “Restore Good Sleep, Restore Vitality” seminars. Personalized improvement plans were provided for high-risk employees, with a seminar participation rate of 84%. At the same time, Realtek combined these efforts with “Home Sleep Testing and Nasopharyngeal Endoscopy” activities to help employees understand the causes of sleep disorders and learn non-pharmacological improvement strategies, promoting physical and mental balance. The completion rate of sleep tests reached 100%.

Q3

Cardiovascular Health Protection

Strengthening Cardiovascular Risk Management

To address the need for long-term management of cardiovascular disease risks and continue the focus on chronic disease issues, Realtek promoted “Cardiovascular Health Protection” in the third quarter and arranged onsite and offsite self-paid cardiac ultrasound examinations to strengthen early identification and follow-up for high-risk groups. The examination uptake rate was 100% for onsite services and 94% for offsite services. In addition, tunnel-type blood pressure monitors were installed at each plant site to promote the concept of “Good Blood Pressure Control, Worry-Free Health,” encouraging employees to monitor their blood pressure autonomously, increase their awareness of daily cardiovascular care, and reduce chronic disease risks.

Q4

Preventive Care Protection

Comprehensive Protection to Safeguard Baseline Health

In view of seasonal changes and influenza infection risks, Realtek continued to promote “Preventive Care Protection” in the fourth quarter, including self-paid influenza vaccinations and annual health examinations to help employees build immunity in advance. The influenza vaccination rate reached 94%. These measures were complemented by educational materials such as the “Complete Guide to Adult Vaccination Schedules” to enhance workplace health protection coverage, strengthen basic health defense, ensure stable workplace operations, and implement workplace epidemic prevention strategies.

Mental Health Protection – Five Training Pillars

Pillar 1 Prevention of Sexual Harassment and Bullying and Risk Elimination Management – Building Win-win Workplace Relationships	Through training in three key capabilities—emotional stability, identification, and handling—this program enhances supervisors’ sensitivity to conflict and response capabilities in diverse interaction scenarios, in order to prevent unlawful workplace harassment incidents. ● Participation rate ^{Note}: 82.1% ● Satisfaction: 9.1 (out of 10)
Pillar 2 The Power of Dialogue	Focusing on effective communication and feedback skills, this pillar strengthens horizontal collaboration within the organization and enhances the communicative influence of leadership. ● Participation rate ^{Note}: 83.5% ● Satisfaction: 5.6 (out of 6)
Pillar 3 Managing Workplace Conflict and Counseling Skills	Using scenario-based exercises, this program introduces crisis assessment, referral judgment, and support techniques to improve conflict response capabilities among employees and supervisors. ● Participation rate ^{Note}: 78.1% ● Satisfaction: 4.7 (out of 5)
Pillar 4 A Secure Workplace Begins with Understanding	This pillar reinforces self-awareness and awareness of personal boundaries, promotes psychological adjustment and emotional communication, and helps build a friendly and secure workplace culture. ● Participation rate ^{Note}: 76.6% ● Satisfaction: 9.1 (out of 10)
Pillar 5 Unlocking Stress – Practical High-Impact Communication	By integrating stress management with relaxation exercises, this program develops communication and collaboration capabilities under high-pressure situations and fosters a supportive team atmosphere. ● Participation rate ^{Note}: 75.4% ● Satisfaction: 4.7 (out of 5)

Note: Participation Rate = Actual Number of Participants / Number of Registrants.



Selecting Premier Medical Teams for On-Site Annual Health Checks

Realtek attaches great importance to the overall health and well-being of its employees and their families, continuously promotes systematic health promotion and disease prevention management. We offer annual free health check-up services to our employees, which exceed statutory requirements. Based on emerging epidemiological and health risk trends, we regularly review and optimize the check-up items to meet diverse health needs. In 2025, a total of 4,585 employees participated in these health check-ups, achieving a participation rate of 91.2% and an outstanding satisfaction score of 4.65 out of 5. In addition, family members are invited to undergo health check-ups at hospitals, enjoying the same preferential prices and check-up packages as employees; a total of 420 family members enrolled in 2025. These results demonstrate that our diverse health check-up measures have gained strong recognition from employees and their families and have effectively expanded the synchronized care for the entire Realtek group and their extended families.

To ensure continuity in post-examination health management, Realtek has implemented a follow-up tracking and stratified management mechanism for employees with critical or borderline abnormal cases. Depending on their diagnostic tier and personal profile, flagged employee receive targeted, consultations with resident physicians and health education sessions are arranged, while the Health Care Office provides regular follow-ups, reminds employees to attend follow-up medical visits, and collects tracking data to ensure timely and continuous health support services, thereby strengthening early diagnosis and the effectiveness of health risk management. In terms of professional medical service partnerships, Realtek collaborate with two elite medical institutions - the NTUH Hsinchu Branch and Min-Sheng General Hospital - to provide one to two on-site health consultation sessions per week, where professional physicians offer medical consultations and referral advice; in 2025, these services reached a total of 634 employee visits. By introducing external professional medical resources, Realtek helps employees assess health risks at an early stage and manage medical follow-ups, while continually improving the overall quality of corporate healthcare and employee well-being.

New Plans for Employee Health Checks in 2025

New Service Measures

- Dedicated staff accompany employees during examinations and provide guidance to enhance efficiency.
- A new health examination area has been added: Biomedical Plant 1 offers spacious rooms and partitioned spaces to improve comfort while safeguarding employees' privacy.
- On-site occupational health nurse consultation services are available.



Continuing Service Measures



- A dedicated care area is set up for employees who feel faint during injections or blood draws, providing a space for rest and appropriate care.
- Health examination benefits are extended to employees' family members, who may enjoy the same preferential health check-up packages as our employees, with special arrangements for self-paid examinations at the hospital.

Emergency Medical Response Capacity and Equipment Deployment

Realtek attaches great importance to employee safety and workplace emergency response capabilities and continues to strengthen first-aid capacity to improve the timeliness and success rate of handling emergencies. Surpassing most industry standards, the Company has deployed automated external defibrillators (AEDs) on every floor of each plant, with a total of 26 units installed, and conducts regular maintenance and functionality checks to ensure that the equipment can be put into use within the golden window in the event of an emergency. At the same time, Realtek designs first-aid education and training programs for different target groups, focusing on response techniques for scenarios such as sudden cardiogenic conditions and foreign body airway obstruction, and integrates the concepts of "workplace health care and disaster prevention" to promote the idea that everyone can become a first-aid guardian. Through a dual approach of "enhancing equipment readiness" and "systematizing practical training," the Company continuously enhances workplace emergency medical resilience and strengthens its overall capacity for safety and health care.

First Aid Education and Practical Training

Realtek has established a differentiated training mechanism and designs courses based on the needs of different target groups. The curriculum covers CPR and AED operation, as well as concepts of workplace accident prevention, thereby strengthening the emergency response capabilities of employees and frontline caregiving personnel.

Course Highlights

- Demonstration and simulation exercises of standard CPR and AED operating procedures
- Introduction to the types and locations of AEDs on each floor
- Enhanced pediatric first-aid knowledge (including AED, CPR, and management of foreign body airway obstruction in children)

Implementation Results

- Training attendance rate of summer interns: **100%**
- Training attendance rate of kindergarten teachers: **100%**



Injury and Illness Follow-up Care

Realtek prioritizes the physical and mental well-being of its employees. Therefore, when employees face health issues, we also provide follow-up care and support for injuries and illnesses. Cases requiring such follow-up include accidents during the commute to and from work, medical incidents, and other care-related events. When necessary and permissible, Realtek's onsite physicians conduct consultations, either in person or by telephone. In coordination with professional nursing staff at each campus, they provide continuous care and monitoring to understand the employee's injury, illness, and recovery status, offering comprehensive healthcare support and medical advice.

In addition to providing employees with professional advice and psychological support during treatment, the Company offers comprehensive assistance, including information and resources on insurance and social programs. This support is intended to facilitate their prompt recovery, alleviate their burdens and negative impacts, and mitigate the impact of accidents. In 2025, the absenteeism rate due to personal leave, sick leave, and occupational injury leave was 0.492%^{Note}, totaling 6,890.69 leave days.

Note: Absentee Rate (%) = [Number of Absentee Days / Total Days Scheduled to be Worked] x 100. Absentee days include work-related injury leave, sick leave, and personal leave. The total number of workdays in 2025 was 247.



CH6

Social Inclusion & Shared Prosperity

6.1 Social Impact	176
6.2 Supporting Domestic Arts and Culture as It Takes Root and Develops	181

Corresponding SDGs



Accomplishments at a Glance

- **Implemented 53 projects** under the Realtek Charity and Sustainability Plan in 2025
- **Contributed over NT\$5 million** to support domestic cultural development in 2025
- **Reached 41,816 beneficiaries** through social participation initiatives

The goal of “Shared Prosperity” is the consensus in respect of all Realtek employees’ concerns and actions.

Realtek has long been supporting and participating in various social care and charitable activities. Since 2008, Realtek has continuously been promoting social welfare affairs through a special social welfare program called “Realtek supports charity with a smile,” actively planning and engaging in various social welfare activities. The Company’s employees stand united in their efforts to promote social inclusion, launching a series of socially impactful and educational public welfare initiatives. In 2010, Realtek established the “Realtek Corporate Social Responsibility Center.” This center is tasked with systematically organizing resource allocation which allows the company to channel more substantial resources and energy into broadening social care initiatives while fulfilling corporate social responsibility. Since 2024, guided by the strategic action framework of the “Realtek Charity and Sustainability Plan,” Realtek has been developing sustainable care and growth initiatives that span diverse dimensions and are more forward-looking to better support the growth and development needs of a broad range of stakeholder groups.



Community Engagement & Social Initiatives

Promotion Themes	Implementation Methods	Implementation Content	Implementation Outcomes
The Growth of Children and Safety of Women and Children Project	- Sponsorship of charitable organizations - Support for organizing charitable activities - Nonregular engagement and small gifts to convey care	Sponsorship of the Taiwan Fund for Children and Families (TFCF)	Sponsored the “Striving for Progress Scholarship Program,” assisting a total of 100 TFCF students nationwide.
		Sponsorship of the Garden of Hope Foundation (GOH)	Sponsored the “Emergency Relief Program for Abused Women and Children,” providing immediate assistance to 15 women and children to help stabilize their lives.
		Sponsorship and Support for Women and Children Organizations	- Sponsored and supported various women's support and care programs of the Modern Women's Education Foundation. - Sponsored and supported the operational development and care services of Hsinchu Ren-Ai Children's Home and St. Teresa Children Center, benefiting approximately 40 children and adolescents through occasional engagement and gifts.
Rural Education Development and Youth Empowerment Project	- Support for school development - Reading promotion	Supporting four indigenous schools in Hsinchu County (Shihlei, Yufeng, Xiuluan, and Hsin Kwang Elementary School)	- Continued to sponsor a total of NT\$240,000 annually for the School Learning Resources Development Funds of the supported schools. - Gifted curated inspirational books to 198 students to cultivate reading habits.
Social Mutual Assistance and Benevolent Action Project	- Sponsorship of charitable organizations - Support for promoting charitable activities	Sponsorship of Holy Family Center (Miaoli)	Sponsored the “Fire Protection Facility Renovation Project of the Holy Family for Special Education” to create a safer and more friendly learning and living environment for people with disabilities.
		Sponsorship of the Fr. Louis Dowd Social Welfare Foundation	Sponsored the “Walk Together to Preserve Memories 2025” program, with approximately 200 participants.
		Donations to social benefit projects	- Sponsored and adopted training facilities at the Hsinchu City Fire Training Base. - Provided relief grants to the families of two brave firefighters (Wu, En-Shuo and Chang, Ching-Chien) from the New Taipei City Fire Department.
		Support for Chapel of Angels Catholic Foundation	- Supported local smallholders by participating in the “Angel Kumquat Jam” charity sale. - Supported the 2025 “Chapel of Angels • Spreading Love through Charity” Angel Pomelo charity sale, directing proceeds to the Saint Joseph Social Welfare Foundation for the health care and medical services of people with disabilities.
		Sponsorship of Step30 International Ministries	Sponsored the “Shoes for Life” program to enable more African residents to receive medical treatment for jigger infections.
		Sponsorship and support for the operations and services of social welfare institutions	- Invited the Hondao Senior Citizen's Welfare Foundation, Taiwan Chu-Hsin Holistic Life Education Care Association, World Peace Association (WPA), and World Aid Association to set up booths at the crab market during Realtek's 39th Anniversary Family Day, and donated funds to support their development. - Sponsored the operations and various annual service programs of the Saint Joseph Social Welfare Foundation, Taiwan Foundation for Rare Disorders, Taiwan Hemophilia Society, Eden Social Welfare Foundation, Noordhoff Craniofacial Foundation, and Sunshine Social Welfare Foundation.

Promotion Themes	Implementation Methods	Implementation Content	Implementation Outcomes
Academic Research and Social Institutions Sponsorship Project	- Sponsorship of medical, academic research and social institutions - Support for academic research and development - Training and development of athletes - Promotion of public health - Engagement in volunteer work	Promotion of industry knowledge sharing and academic research exchange	- Sponsored the Industrial Technology Research Institute (ITRI) to host the “2025 International VLSI Symposium on Technology, Systems and Applications (VLSI TSA),” with a total of 831 participants. - Sponsored the Taiwan IC Industry & Academia Research Alliance (TIARA) to host the “6th TIARA Young Semiconductor Technology Forum,” with approximately 170 participants. - Sponsored the Taiwan IC Design Society to host the “2025 VLSI Design / CAD Symposium,” with more than 700 participants. - Sponsored the Taiwanese Association for Artificial Intelligence (TAAI) to host “The 30th International Conference on Technologies and Applications of Artificial Intelligence,” with more than 500 participants. - Sponsored the Taiwan IoT Technology and Industry Association (TwIoT) to host the “2025 RISC-V Taipei Day” event. - Sponsored the NTU System Culture Foundation to promote academic development and various student exchange activities within the NTU System, with more than 2,500 participants. - Sponsored the NTU Academic Development Foundation to support higher education and sustainable academic research. - Sponsored the Chinese Professional Management Association of Hsinchu to support the networking and professional development of regional manager, helping to promote industry knowledge sharing and innovation in management practices. - Sponsored Shih, Yu-Tse, a student at National Yang Ming Chiao Tung University, to attend the 2025 ISSCC Conference.
		Support for the training and development of athletes in Hsinchu County and City	- Sponsored training expenses and funding for external competitions for 40 players of the Shuangsi Elementary School basketball team in Hsinchu County. - Sponsored the training expenses of 17 players of the Dingpu Elementary School badminton team in Hsinchu City.
		Sponsorship of medical and healthcare promotion projects	- Sponsored National Taiwan University Hospital Hsinchu Branch, the Taiwan Association of Dysphagia, and the Taiwan Health Foundation for projects aimed at promoting medical development and healthcare. - Co-organized a “Free Liver Health Blood Test and Abdominal Ultrasound Screening” event with the Liver Disease Prevention & Treatment Research Foundation and Lungshan Temple, providing free health screenings to 149 economically disadvantaged individuals and long-term public service volunteers.
		Support for the operations and development of national social institutions and organizations	Sponsored the operational and development funds for the Friends of the Hsinchu County Fire Department and the Second Special Police Corps branch of the Friends of the Police Association of the R.O.C.

Promotion Themes	Implementation Methods	Implementation Content	Implementation Outcomes
Realtek Visionary Future and Creativity Hope Initiative	- Promotion of arts and culture - Support for popular science education - Promotion of reading - Preservation of cultural heritage	Sponsorship of the Polar Light Percussion Group's operations and arts promotion program	- Sponsored the training of musicians with disabilities, and supported the group's operations as well as the development and promotion of arts and culture. - Supported Polar Light Percussion Group's "Sound of Love, Therefore Love: Charity Concert" tour in Southern California and Houston in the United States, featuring four performances that allowed approximately 1,250 attendees to experience the power of music.
		Sponsorship of Fountain of Wisdom Theatre "Starlight Guardians Public-Interest Educational Short Play Project"	Organized a performance of the play "Pandora's Hope," with 382 students attending and participating.
		Participation in the Caves Education "Learning English through Theater" Program	Held an all-English theater performance of "The Canterville Ghost," with 526 employees and their children participating.
		Participation in the Global Views - Commonwealth "Promoting Reading among Schoolchildren in Rural Areas" Program	Supported 40 rural elementary schools in 2025, engaging 273 classes in reading activities and benefiting 31,056 students.
		Participation in the Global Views - Commonwealth "Science Voyage – Popular Science Reading Initiative for Senior High and Vocational Schools" Program	- Supported four senior high schools in the Hsinchu area during the second half of 2025, with around 1,000 students participating in this reading initiative and the Commonwealth Publishing Popular Science Book Fairs held in school libraries. - Held one outcome presentation event, with about 100 teachers and students from 19 senior high schools nationwide participating and sharing their learning outcomes.
		Sponsorship of Old Tree Foundation "Love Trees Campus Co-Learning Program"	Co-organized 33 "Happy Storyteller" sessions in 2025, with 88 storytelling volunteers and 1,570 students participating.
		Sponsorship of the Renovation Project for the Maitreya Hall of the Hsinchu City God Temple	Sponsored the full renovation of the Maitreya Hall at the Hsinchu City God Temple.

6.1 Social Impact

Realtek Charity and Sustainability Three-Year Plan

In 2024, Realtek launched the “Realtek Charity and Sustainability Three-Year Plan,” a new project aiming at giving back to the communities. This plan is structured around five main themes: the Growth of Children and Safety of Women and Children Project, Rural Education Development and Growth Care Project, Social Mutual Assistance and Benevolent Action Project, Academic Research and Social Institutions Sponsorship Project, and Realtek Visionary Future and Creativity Hope Initiative. The plan serves as the guiding principle for Realtek's philanthropic initiatives, sustainably advancing a series of Social Inclusion & Shared Prosperity programs to jointly build a warm and mutually supportive society and realizes the vision of a support network for shared prosperity.



Supporting and Sponsoring Multiple Social Welfare Organizations Serving Children, Adolescents, and Women

Realtek focuses on and supports children, adolescents, and women who have encountered unforeseen crises, financial difficulties, or violence. The Company aims to provide them with comprehensive care, education, and psychological support. This ensures they can grow and develop in a safe and stable environment, empowering them to rebuild their lives and regain the strength to move forward. Through charitable donations and collaboration with social welfare organizations focused on these issues, Realtek promotes the safety of women and children as well as family harmony, ultimately contributing to a stable and harmonious society.



In addition, throughout the year and during specific holidays (such as Children's Day, the Mid-Autumn Festival, etc.), Realtek leverages the professional channels of relevant social welfare organizations to donate high-quality books, pomelos, and other items to schoolchildren and their families. By conveying care through these diverse initiatives, Realtek aims to provide them with emotional companionship and the strength to move forward.

Partnering with the Liver Disease Prevention & Treatment Research Foundation and Lungshan Temple to Provide Free Hepatitis Health Screening for the Underprivileged

Realtek has long been committed to promoting public health. In collaboration with the Liver Disease Prevention & Treatment Research Foundation and Lungshan Temple, the Company organized a "Free Liver Health Blood Test and Abdominal Ultrasound Screening" campaign. Through cross-sector collaboration and the collective charitable efforts, the program brought medical resources into the community and provided free health screenings for 149 economically disadvantaged individuals, as well as volunteer firefighters and community patrol team members who have long devoted themselves to public service. With professional medical examinations, health education, and necessary medical referrals, the program helped participants gain early awareness of their health conditions and increased the chances of early detection and treatment of liver disease, thereby safeguarding the liver health of vulnerable groups and community members.



Sponsoring School Operations and Learning Resources Development Rural Elementary Schools in Hsinchu

In adherence to the philosophy that nurturing talent is a long-term endeavor, Realtek promotes its educational missions and remains steadfast in its belief that education has a profound impact on the sustainable development of students, society, and the nation. Education has therefore always been one of the social welfare projects that Realtek has long valued. To support education for indigenous children in Hsinchu County, Realtek provides scholarships, and assistance to four rural elementary schools (Shihlei, Yufeng, Xiuluan, and Hsin Kwang). Long-term investment and the enrichment of educational resources in remote schools will enable children to thrive in a safe and supportive learning environment. The Company also hopes that the students will continue to give back to the community and work together to promote mutual aid and love.

Moreover, each year Realtek invites all teachers and students from the four indigenous schools in Hsinchu to join the vibrant and diverse Realtek Family Day as an extracurricular activity. This gathering is a time for joy and shared laughter, and conveys the concept of positive interaction and the common good. In addition, Realtek is committed to continuously providing the “Education Support Fund for Four Indigenous Schools.” Through this scholarship program, the Company aims to expand learning opportunities, encourage children to study diligently, foster their physical and mental well-being, and empower them to contribute to society.



Sponsoring the Black Panthers Basketball Team of Hsinchu Shuangsi Elementary School



Realtek's development program in support of the Black Panthers Basketball Team of Shuangsi Elementary School in Hsinchu has entered its sixth year. The Company continues to provide resources, care, and companionship to support the team's development and skill enhancement. In 2025, the Black Panthers Basketball Team continued to actively participate in various competitions and delivered outstanding performances, including: Fifth Place in the National Elementary School Summer League (Off-campus Division); Champion in the Hsinchu County Inter-school League (Fifth Grade Division) and Runner-up in the (Sixth Grade Division); as well as Champion in the Hsinchu County Magistrate Cup Basketball Tournament. Every game fully demonstrates the students' hard work, perseverance, and courage in pursuing their dreams on the court.



Supporting the Renovation of Fire Safety Facilities at Holy Family for Special Education in Miaoli



Realtek took part in the charity concert “Those Who Hope in the Lord Will Run and Not Grow Weary: A Journey of Hope” organized by The Chapel of Angels Catholic Foundation and made a charitable donation to support the fire safety facilities renovation project at Holy Family For Special Education in Miaoli County. Joining hands with partners from all sectors, the Company helped create a safer and more inclusive learning and living environment for people with disabilities, accompanying more than 3,300 individuals with intellectual disabilities and their families as they bravely move toward broader horizons in life.

Preserving Local Cultural Heritage: Supporting the Renovation of the Maitreya Hall at Hsinchu City God Temple

Realtek supported the renovation of the Maitreya Hall at Hsinchu City God Temple, addressing long-standing issues with aging facilities that had persisted since its 1960 reconstruction. The project started in March 2025 and was completed on 13 February 2026. During this period, renovations included reconstructing the roof, upgrading power and lighting systems, installing a service counter, and optimizing worshipper flow. By taking concrete action to preserve cultural heritage, the Company not only enhanced the safety and longevity of this historic building, but also significantly improved the experience for the local community.



Participating in the Old Tree Foundation's Annual Ecological Education Programs to Embed the Concept of Eco-Friendliness

Since 2022, Realtek has partnered with the Old Tree Foundation, providing a cumulative sponsorship of NT\$1.7168 million. The Company has co-hosted more than 77 “Old Tree Story House” and “Happy Storyteller” events. Centered on ecological education and old tree stories, these collaborative programs utilize guided learning and interactive environmental activities to engage more than 3,270 students in a joyful natural setting. By imparting nature education and promoting tree and forest conservation, the initiative firmly plants the concept of environmental friendliness in children's hearts.



6.2 Supporting Domestic Arts and Culture as It Takes Root and Develops

As part of its sustainability efforts, Realtek supports domestic performing arts groups and the cultivation of artistic and cultural talent, thereby promoting cultural development in Taiwan. In 2025, the Company allocated more than NT\$5 million to various sponsorship programs. These include the “Operational Empowerment and Arts Promotion Project for Domestic Performing Groups,” the “Rural Children’s Literacy and Reading Initiative,” and the “Popular Science Reading Initiative for Senior High and Vocational Schools.” In addition, the Company sponsored various initiatives that encourage employees and their families to participate in arts and cultural activities.

Realtek adopts a strategic approach to collaborating with arts, cultural, and public welfare organizations. Through actionable initiatives, the Company empowers these groups to achieve sustainable growth and lay a strong foundation for the arts, aiming to steadily amplifying their positive impact on society. Furthermore, advancing the educational development of schoolchildren remains a core focus of the Company’s cultural initiatives. By integrating diverse resources and fostering meaningful connections, Realtek leverages its unique strengths to drive progress in this area, dedicating its sincere efforts to enriching the community.

Implementing Philanthropic Programs to Promote Reading among Rural Children

Dedicated to advancing education and expanding learning opportunities, Realtek has actively invested in a series of philanthropic reading initiatives for rural children since 2018. By providing high-quality monthly publications to rural elementary schools, the Company aims to encourage students to embrace reading, cultivate effective learning habits, and broaden their horizons, ultimately fostering comprehensive learning and development. In 2025, Realtek further expanded its rural education outreach, increasing the number of schools receiving donated educational magazines from 37 to 40, thereby reaching 273 participating classes. The Realtek project team also maintains ongoing communication with each school to evaluate how students engage with these materials. This continuous feedback loop ensures effective resource allocation and optimized budget planning for future initiatives.

Looking ahead to 2026, Realtek remains committed to addressing the education resource gap in rural areas. The Company will continue to promote sustainable knowledge acquisition, cultivate lifelong reading habits, and stimulate intellectual development, ensuring a joyful and enriching learning journey for the children.



Supporting the Global Views - Commonwealth “Science Voyage – Popular Science Reading Initiative for Senior High and Vocational Schools” Program

In response to the growing emphasis on technological literacy in the Ministry of Education's curriculum guidelines, Realtek partnered with the Global Views - Commonwealth Publishing group on the “Science Voyage – Popular Science Reading Initiative for Senior High and Vocational Schools” Program. For the 2025-2026 academic year, the program provides project-based support to three schools—National Experimental High School at Hsinchu Science Park, National Hsinchu Senior High School, and National Hsinchu Girls' Senior High School. By integrating interactive teaching designs and case-based teaching methods, the initiative leverages popular science reading to stimulate students' curiosity and learning motivation. Through reading, discussion, and sharing, the program cultivates scientific literacy, critical thinking, and problem-solving skills, thereby systematically laying a solid foundation for popular science education.

In December 2025, the initiative hosted a results showcase, bringing together nearly 100 teachers and students from 19 schools across Taiwan for cross-school exchanges and diverse presentations of their learning achievements. During the event, students from schools sponsored by Realtek—National Experimental High School at Hsinchu Science Park and Cheng De Senior High School—shared their reflections on the popular science books *The Heart and the Chip: Our Bright Future with Robots* and *The Thinking Machine*, respectively. In particular, students from National Experimental High School at Hsinchu Science Park presented hands-on projects, bringing robots “out of the books.” By sharing the setbacks and lessons learned during their experiments, they demonstrated a proactive spirit of scientific inquiry and resilience.



Partnering with Fountain of Wisdom Theatre to Bring Performing Arts to Schoolchildren in Remote Areas

In 2025, Realtek once again collaborated with Fountain of Wisdom Theatre on the “Starlight Guardians” philanthropic educational theater initiative. By bringing the project to the Hengshan area in Hsinchu, Realtek provided schoolchildren in remote regions with the opportunity to experience and engage with performing arts up close.

This year's performance of “Pandora's Hope” at Da Du Elementary School in Hsinchu attracted a total audience of 382 schoolchildren. Centered on climate change and essential disaster-preparedness, lively performance guided students to understand the challenges posed by climate change while equipping them with vital safety knowledge. It encouraged the children to develop the wisdom and resilience needed to navigate future environmental shifts. Through highly engaging interactions with the theater troupe, students were inspired by the creativity of the performing arts, which helped cultivate positive character traits and a strong foundation in climate awareness and environmental conservation.



Sponsoring the Polar Light Percussion Group to Promote Cultural and Performing Arts

Realtek is dedicated to supporting the operational development of domestic performing arts groups and the promotion of cultural performances. Since 2024, the Company has continuously funded the annual operations of the Polar Light Percussion Group. This ongoing sponsorship enables the ensemble to achieve sustainable growth and expand its cultural impact.

In 2025, Realtek expanded its supports by sponsoring the Group's US tour, the "Sound of Love, Therefore Love: Charity Concert" series, spanning Southern California and Houston. Led by Artistic Director Hung-Chi Ho and Deputy General Manager Shih-Hui Keng, ten musicians with disabilities successfully delivered four high-caliber concerts. Through beloved melodies, the musicians deeply moved the audiences, demonstrating not only their steadfast commitment to the arts but also their profound resilience and vitality, thereby sparking deeply inspiring moments through the power of music.



Partnering with Caves Education Group to Create an Immersive English Theater Experience for Employees and Their Families

In 2025, Realtek partnered with Caves Education to host an exclusive Realtek session of the "Learning English through Theater." The event featured ArtSpot Educational Theatre, which presented an all-English stage adaptation of the literary classic *The Canterville Ghost*. Through vivid performances by professional actors, the event sparked children's interest in world literature. Furthermore, real-time interactive segments encouraged them to communicate in English, helping them build confidence and motivation in language learning and expression.



By seamlessly integrating theatrical appreciation with language learning, the event allowed Realtek employees and their families to enjoy the performing arts while engaging with world literature. This immersive English environment successfully fostered a shared parent-child learning experience that was both educationally meaningful and artistically enriching.



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GRI Standards Index

Statement of Use	Realtek Semiconductor Corp. has reported in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	No applicable GRI Sector Standard

GRI 2: General Disclosures 2021

GRI Standards Indicators		Corresponding Chapter / Explanation	Page
The organization and its reporting practices			
2-1	Organizational details	Introduction - About this Report	03
		Introduction - About Realtek	11
2-2	Entities included in the organization's sustainability reporting	Introduction - About this Report	03
2-3	Reporting period, frequency and contact point		
2-4	Restatements of information	Introduction - About this Report: Restatements of Information	04
2-5	External assurance	Appendix - Third Party Assurance Statement / Opinion Statement	198
Activities and workers			
2-6	Activities, value chain and other business relationships	Introduction - About Realtek	11
		CH4 Sustainable Value Chain	100
2-7	Employees	CH5 Inclusive and Happy Workplace - Human Resources: Talent Structure	124
		CH5 Inclusive and Happy Workplace - Human Resources: Diverse Workforce	125
2-8	Workers who are not employees	CH5 Inclusive and Happy Workplace - Human Resources: Partners of Non-Employed Workers	127

GRI Standards Indicators		Corresponding Chapter / Explanation	Page
Governance			
2-9	Governance structure and composition	CH1 Sustainable Governance - Governance Structure: Board Governance Structure	36
2-10	Nomination and selection of the highest governance body		
2-11	Chair of the highest governance body		
2-12	Role of the highest governance body in overseeing the management of impacts	Realtek – the Leader of Sustainable Development - ESG Management Framework	15
		CH1 Sustainable Governance - Governance Structure	36
2-13	Delegation of responsibility for managing impacts	Realtek – the Leader of Sustainable Development - ESG Management Framework	15
2-14	Role of the highest governance body in sustainability reporting	Introduction - About this Report	03
		Realtek – the Leader of Sustainable Development - ESG Management Framework	15
2-15	Conflicts of interest	CH1 Sustainable Governance - Governance Structure: Board Governance Structure	36
		CH1 Sustainable Governance - Ethical Management	42
2-16	Communication of critical concerns	Realtek – the Leader of Sustainable Development - ESG Management Framework	15
2-17	Collective knowledge of the highest governance body	CH1 Sustainable Governance - Governance Structure: Board of Directors Functions	37
2-18	Evaluation of the performance of the highest governance body	CH1 Sustainable Governance - Governance Structure: Board Performance Evaluation	38
2-19	Remuneration policies	CH1 Sustainable Governance - Governance Structure: Remuneration Policies for Directors and Managers	38
2-20	Process to determine remuneration		
2-21	Annual total compensation ratio	CH5 Inclusive and Happy Workplace - Talent Attraction and Retention: Fair Compensation and Promotion Mechanisms	130
Strategy, Policies and Practices			
2-22	Statement on sustainable development strategy	Introduction - Message from Our President	06
2-23	Policy commitments	Realtek – the Leader of Sustainable Development	14
		CH1 Sustainable Governance	31

GRI Standards Indicators		Corresponding Chapter / Explanation	Page
2-23	Policy commitments	CH3 Green Operations	68
		CH4 Sustainable Value Chain	100
		CH5 Inclusive and Happy Workplace	121
2-24	Embedding policy commitments	CH1 Sustainable Governance	31
		CH3 Green Operations	68
		CH4 Sustainable Value Chain	100
		CH5 Inclusive and Happy Workplace	121
2-25	Processes to remediate negative impacts	Realtek – the Leader of Sustainable Development - Stakeholder Engagement	17
		CH5 Inclusive and Happy Workplace - Human Rights Management	145
		CH5 Inclusive and Happy Workplace - Employee Care and Benefits: Diverse Channels for Communication	151
2-26	Mechanisms for seeking advice and raising concerns	Realtek – the Leader of Sustainable Development - Stakeholder Engagement: Stakeholder Engagement and Interaction Channels	20
		CH5 Inclusive and Happy Workplace - Human Rights Management	145
		CH5 Inclusive and Happy Workplace - Employee Care and Benefits: Diverse Channels for Communication	151
2-27	Compliance with laws and regulations	CH1 Sustainable Governance - Ethical Management: Compliance with Laws and Regulations	42
		CH4 Sustainable Value Chain - Product Quality Management: Product Quality and Safety Management	118
2-28	Membership associations	CH2 Value Innovation - Professional Exchange: Engagement with External Organizations	65
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	Realtek – the Leader of Sustainable Development - Stakeholder Engagement	17
2-30	Collective bargaining agreements	While Realtek does not have labor union organizations or collective bargaining agreements in place, the Company actively implements robust two-way communication mechanisms. Through diverse dialogue platforms and grievance channels, the Company safeguards employee rights and fosters harmonious and stable labor-management relations. For details, please refer to CH5: Inclusive and Happy Workplace - Diverse Channels for Communication .	151

GRI 3: Material Topics 2021

GRI Standards Indicators		Corresponding Chapter / Explanation	Page
Disclosures on material topics			
3-1	Process to determine material topics	Realtek – the Leader of Sustainable Development - Material Sustainability Issues	22
3-2	List of material topics		

GRI Topic-Specific Disclosures: Material Topics

This report discloses material topics indicators in accordance with *GRI 1: Foundation 2021*, specifically “Requirement 4: Determine material topics” and “Requirement 5: Report disclosures for material topics.” This index comprehensively details the management approach for each material topic, along with topic-specific disclosures addressing the organization’s most significant impacts.

GRI Standards Indicators			Corresponding Chapter / Explanation	Page
Material Topics: Economic performance				
GRI 3: Material Topics 2021	3-3	Management of material topics	Corporate Governance Management Policy	32
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	CH1 Sustainable Governance - Operational Performance	40
	201-2	Financial implications and other risks and opportunities due to climate change	CH3 Green Operations - Climate Change Actions: Strategy	73
	201-3	Defined benefit plan obligations and other retirement plans	For details, please refer to page 39 of the Realtek's 2025 Consolidated Financial Statements .	-
	201-4	Financial assistance received from government	In 2025, the total monetary value of financial assistance received from the government was NT\$109,702 thousand, with 0% converted into equity. The disclosure scope is limited to Realtek’s operations in Taiwan.	-
Material Topics: Risk Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	Corporate Governance Management Policy	32
Material Topics: Information Security				
GRI 3: Material Topics 2021	3-3	Management of material topics	Information Security Management Policy	34
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	CH1 Sustainable Governance - Information Security Management	50
			CH4 Sustainable Value Chain - Product Quality Management: Customer Relationship Management	119

GRI Standards Indicators			Corresponding Chapter / Explanation	Page
Material Topics: Intellectual Property Rights Protection and Fair Competition				
GRI 3: Material Topics 2021	3-3	Management of material topics	Innovation R&D and Sustainable Product Management Policy	56
Material Topics: Product Life Cycle Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	Innovation R&D and Sustainable Product Management Policy	56
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	CH4 Sustainable Value Chain - Product Quality Management	116
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		
Material Topics: Climate Change Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	Climate Strategy Management Policy	69
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	CH3 Green Operations - Climate Change Actions	71
Material Topics: Energy and Emissions				
GRI 3: Material Topics 2021	3-3	Management of material topics	Climate Strategy Management Policy	69
GRI 302: Energy 2016	302-1	Energy consumption within the organization	CH3 Green Operations - Energy Management	81
	302-2	Energy consumption outside of the organization	Currently, Realtek's inventory boundary is limited to "Scope 3: Employee commuting," with energy consumption totaling 54,795 GJ in 2025. Due to current limitations in data visibility and a lack of direct energy statistics across the external supply chain, energy consumption from upstream manufacturing processes cannot yet be fully quantified. The Company will continue to enhance supplier engagement to gradually expand the inventory boundary for external energy consumption.	-
	302-3	Energy intensity	CH3 Green Operations - Energy Management	81
	302-4	Reduction of energy consumption		
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	CH3 Green Operations - GHG Management
305-2		Energy indirect (Scope 2) GHG emissions		
305-3		Other indirect (Scope 3) GHG emissions		
305-4		GHG emissions intensity		
305-5		Reduction of GHG emissions	CH3 Green Operations - Energy Management	81

GRI Standards Indicators			Corresponding Chapter / Explanation	Page
Material Topics: Supply Chain Sustainability Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	Supply Chain Sustainability Management & Materials Procurement Management Policy	101
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	CH4 Sustainable Value Chain - Responsible Supply Chain	105
	308-2	Negative environmental impacts in the supply chain and actions taken		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	CH4 Sustainable Value Chain - Responsible Supply Chain	105
			CH5 Inclusive and Happy Workplace - Human Rights Management	145
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	CH4 Sustainable Value Chain - Responsible Supply Chain	105
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	CH4 Sustainable Value Chain - Responsible Supply Chain	105
			CH5 Inclusive and Happy Workplace - Human Rights Management	145
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	CH4 Sustainable Value Chain - Responsible Supply Chain	105
	414-2	Negative social impacts in the supply chain and actions taken		
Material Topics: Materials Procurement				
GRI 3: Material Topics 2021	3-3	Management of material topics	Supply Chain Sustainability Management & Materials Procurement Management Policy	101
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	CH4 Sustainable Value Chain - Promoting Green Supply Chain	114
Material Topics: Customer Relationship Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	Customer Relationship Management Policy	103
Material Topics: Talent Recruitment and Retention				
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent Recruitment and Development Management Policy	122
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	CH5 Inclusive and Happy Workplace - Human Resources	124
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	CH5 Inclusive and Happy Workplace - Talent Attraction and Retention: Fair Compensation and Promotion Mechanisms	130

GRI Standards Indicators			Corresponding Chapter / Explanation	Page
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	CH5 Inclusive and Happy Workplace - Employee Care and Benefits	151
	401-3	Parental leave	CH5 Inclusive and Happy Workplace - Employee Care and Benefits	151
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Realtek complies with Article 16 of the <i>Taiwan Labor Standards Act</i> .	-
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	CH5 Inclusive and Happy Workplace - Human Resources	124
	405-2	Ratio of basic salary and remuneration of women to men		
Material Topics: Talent Cultivation				
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent Recruitment and Development Management Policy	122
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	CH5 Inclusive and Happy Workplace - Talent Cultivation	133
	404-2	Programs for upgrading employee skills and transition assistance programs	CH5 Inclusive and Happy Workplace - Human Resources	124
	404-3	Percentage of employees receiving regular performance and career development reviews		
Material Topics: Human Rights Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent Recruitment and Development Management Policy	122
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	CH5 Inclusive and Happy Workplace - Human Rights Management	145
			CH5 Inclusive and Happy Workplace - Employee Care and Benefits: Diverse Channels for Communication	151
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	CH4 Sustainable Value Chain - Responsible Supply Chain	105
			CH5 Inclusive and Happy Workplace - Human Rights Management	145
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	CH4 Sustainable Value Chain - Responsible Supply Chain	105
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	CH4 Sustainable Value Chain - Responsible Supply Chain	105
			CH5 Inclusive and Happy Workplace - Human Rights Management	145

SASB Alignment Index

Sustainability Disclosure Themes and Indicators in Technology & Communications / Semiconductors

Topic	Code	Metric	Explanation	Page
Greenhouse Gas Emissions	TC-SC-110a.1	- Gross global Scope 1 emissions - Amount of total emissions from Perfluorinated Compounds (PFCs)	3,829.5346 tCO₂e 0 tCO₂e; As Realtek is a fabless IC design house, there are no Perfluorinated Compounds (PFCs) emissions.	78
	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	For details, please refer to CH3 Green Operations - GHG Management: GHG Emissions Reduction Plan .	80
Energy Management in Manufacturing	TC-SC-130a.1	- Total energy consumed - Percentage grid electricity - Percentage renewable	Realtek Taiwan operating sites: 199,550.48 GJ 95.1% 4.5%	81
Water Management	TC-SC-140a.1	- Total water withdrawn - Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Realtek's total water withdrawn and water consumed from areas with high or extremely high baseline water stress are both 0%. For details, please refer to CH3 Green Operations - Water Resource Management .	87
Waste Management	TC-SC-150a.1	- Amount of hazardous waste from manufacturing - Percentage recycled	- Total amount of hazardous waste: 7.48 metric tons - Percentage of hazardous waste recycled: 100%	89
Workforce Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	For details, please refer to CH5 Inclusive and Happy Workplace - Healthy Work, Harmonious Living .	162
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	In 2025, there were no monetary losses as a result of legal proceedings associated with employee health and safety violations.	
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that require a work visa	0.1%	-

Topic	Code	Metric	Explanation	Page
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Realtek's products comply with relevant international regulations. For any substances that are required to be declared in accordance with IEC 62474 (Material Declaration Standard), the Company fully discloses such information to customers. As a fabless IC design company, Realtek outsources product manufacturing to semiconductor foundries. The Company ensures all materials used comply with applicable management requirements by requiring suppliers to sign environmental material assurance statements and by reviewing material composition data. Substances defined under IEC 62474 (such as BPA) are fully disclosed in the Company's product declaration documents. However, as Realtek's business model does not directly involve manufacturing processes, the Company is currently unable to track and provide the exact percentage of total revenue derived from products containing these specific substances.	116
	TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	- Realtek's core operational expertise lies in IC design, and it does not have system-level processor energy efficiency data. - For details on energy-saving product designs other than system-level processors, please refer to CH2 Value Innovation - Innovation Achievements.	61
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	For details, please refer to CH4 Sustainable Value Chain - Responsible Supply Chain: Key Material Risk Management .	111
Intellectual Property Protection & Competitive Behaviour	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	In 2025, there were no monetary losses arising from legal proceedings related to anti-competitive behavior regulations.	42
Activity Metric	TC-SC-000.A	Total production	2,927,496 thousand units of ICs.	-
	TC-SC-000.B	Percentage of production from owned facilities	0%. Realtek's core operational expertise is IC design, with manufacturing outsourced to leading semiconductor foundries, as the Company does not possess in-house production facilities.	-

Sustainability Disclosure Indicators of the Semiconductor Industry

No.	Indicator	Indicator Type / Unit	Annual Disclosure
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative / Gigajoules (GJ), Percentage (%)	- Total Energy Consumption: 199,550.48 GJ - Percentage of Purchased Electricity: 95.1% - Renewable Energy Percentage: 4.5%
2	Total water withdrawn, total water consumption	Quantitative / Thousand cubic meters (1,000m ³)	- Total Water Withdrawn: 181,432.8 m³ - Total Water Consumption: 86,246.1 m³
3	Total hazardous waste generated and percentage recycled	Quantitative / Metric tons (t), Percentage (%)	As Realtek does not have its own production lines, its hazardous industrial waste primarily consists of defective ICs and wafers returned from outsourced manufacturing for testing: - Weight: 7.48 metric tons - Percentage Recycled: 100%
4	Types of, number of employees in and rate of occupational accidents	Quantitative / Quantity, Ratio (%)	In 2025, there were three commuting accidents that occurred while employees were traveling to and from work, involving a total of three employees, accounting for 0.05% of the total number of employees at Realtek Taiwan.
5	Product lifecycle management including weights of scraps and electronic waste and percentage recycled ^{Note}	Quantitative / Metric tons (t), Percentage (%)	As a fabless IC design company without in-house manufacturing facilities, Realtek's hazardous industrial waste primarily consists of defective ICs and wafers returned for testing. In 2025, the total weight of scrapped products and electronic waste was 7.48 metric tons. Positioned upstream in the value chain at the chip design stage rather than as an end-product manufacturer, the Company is not involved in the management or data collection for the end-of-life phase of terminal products.
6	Description of the management of risks associated with the use of critical materials	Qualitative description	For details, please refer to CH4 Sustainable Value Chain .
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative / Reporting currency	In 2025, there were no monetary losses arising from legal proceedings related to anti-competitive behavior regulations.
8	Production by product category	Quantitative / Varies by product category	2,927,496 thousand units of ICs

Note: Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.

Climate-Related Information of Listed Companies

1. Risks and opportunities posed by climate change to the Company and relevant countermeasures taken

Item	Disclosure Status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities	For details, please refer to CH3 Green Operations .
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term)	
3. Describe the financial impact of extreme weather events and transformative actions	
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system	
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described	Based on the Sixth Assessment Report (AR6) of the IPCC, Realtek adopted the Shared Socioeconomic Pathways (SSPs) to analyze three climate scenarios: SSP1-1.9, SSP2-4.5, and SSP5-8.5. Across short, medium, and long-term time horizons, under the ideal scenario of limiting global warming to 1.5 ° C, the primary financial impact of climate change on Realtek was assessed to be less than 1% of its net revenue.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks	To address climate-related risks, Realtek has actively advanced its energy transition by installing solar panels on the rooftop of its Hsinchu headquarters. In 2025, the total installed capacity reached 1,549 kW, generating 1.55 million kWh of electricity, equivalent to a carbon reduction of 734 tCO ₂ e. Additionally, Realtek purchased 938,000 kWh of renewable energy, raising the share of renewable energy for the entire group to 10% in 2025.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated	For details, please refer to CH3 Green Operations .
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified	For details, please refer to CH3 Green Operations .
9. Greenhouse gas inventory and assurance status (separately fill out in point 1-1 below)	For details, please refer to CH3 Green Operations and the explanation below.

1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO₂e), intensity (metric tons CO₂e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

Item / Year	Parent			Consolidated Entities			Total	Intensity	
	Scope 1	Scope 2	Subtotal	Scope 1	Scope 2	Subtotal		tCO ₂ e/ NT\$1 million	
2024	654.92	25,149.62	25,804.54	707.54	Market-Based	2,098.82	2,806.36	28,611	0.252
					Location-Based	4,896.05	5,603.59	31,408	0.277
2025	3,150.25	26,826.06	29,976.31	679.28	Market-Based	1,986.16	2,665.44	32,642	0.266
					Location-Based	4,685.98	5,364.28	35,342	0.288

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance for the most recent 2 fiscal year as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.

Item / Year	2024		2025	
Assurance Scope	Parent	Consolidated Entities	Parent	Consolidated Entities
	Scope 1, 2 & 3	Scope 1, 2 & 3	Scope 1, 2 & 3	Scope 1, 2 & 3
The percentage of the inventory data disclosed in 1-1-1	100%	100%	100%	100%
Assurance Body	BSI		BSI	
Assurance Standards and Assurance Opinion	ISO 14064-1: 2018 Assurance Level: For 2024, the external verification for Category 1 and Category 2 in terms of direct GHG emissions and indirect GHG emissions from imported energy achieved a reasonable assurance level; other indirect GHG emissions (Category 3 to 6) were verified using Agreed-Upon Procedures (AUP).		GHG Protocol Assurance Level: For 2025, Scope 1 and Scope 2 are assured at a reasonable assurance level; Scope 3 is assured at a limited assurance level.	

1-2 GHG Reduction Targets, Strategies, and Specific Action Plans

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.

For details, please refer to [CH3 Green Operations](#).

Third Party Assurance Statement / Opinion Statement

Sustainability Report Assurance Statement

TUVNORD Assurance Statement Realtek Semiconductor Corp. Sustainability Report TUV NORD Taiwan Co., Ltd. (hereinafter referred to as TUV NORD) was commissioned by Realtek Semiconductor Corp. (hereinafter referred to as REALTEK SEMICONDUCTOR) to perform the 2025 Sustainability Report Verification (hereinafter referred to as Sustainability Report) in accordance with the AA1000 Assurance Standard Version 3 and the GRI Sustainability Reporting Standards (GRI Standards) and related assurance standards. The Scope of Statements and Assurance Standards: - The scope of assurance is consistent with the scope of disclosure in REALTEK SEMICONDUCTOR 2025 Sustainability Report, which covers the period from 1 January 2025 to 31 December 2025. - The verification of compliance with the AA1000 Principles of Accountability for REALTEK SEMICONDUCTOR bases on the AA1000 Assurance Standard, Third Edition, Application Type II that includes verification of the reliability of the information/data disclosed in the report. - Sustainability Accounting Standards Board (SASB) Semiconductor industry sustainability accounting metrics. - Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators - Semiconductor Industry. - TCFD Climate Related Financial Disclosure Recommendation. Intended Users The intended users of this statement are the stakeholders of REALTEK SEMICONDUCTOR. Assurance Type and Level In accordance with the requirements of the AA1000 Assurance Standard Version 3, Type 2, Moderate of Assurance Level. Opinion Statement REALTEK SEMICONDUCTOR complies with the GRI Standards and AA1000 accountability principles of inclusivity, materiality, responsiveness and impact. The sustainability report presents the commitment of top management, the needs and expectations of stakeholders. To achieve sustainability performance indicators by stakeholders' engagement, the SASB Semiconductor industry sustainability accounting standards to disclose relevant metrics. We assure that Realtek Semiconductor complies with Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators - Semiconductor Industry. We assure that REALTEK SEMICONDUCTOR complies with TCFD's climate-related financial disclosure recommendations and discloses relevant metrics. Page 1 of 3	TUVNORD Methodology The verification is in accordance with the above stated assurance standards and the TUV NORD Sustainability Report Verification Agreement. Our verification includes the following activities: - Collect objective evidence of relevant performance metrics, as mentioned in the report. - Assessment of expectations of local or national regulations, international standards as set forth in public opinion and/or expert opinion are relevant to such general considerations. - Document review records and report content assessment in the context of GRI criteria application requirements. - Interviews with managers and related staff on issues of concern to the company's stakeholders. - Interviews with personnel involved in sustainability management, information gathering and report preparation. - Review significant organizational developments and review internal and external audit findings. - Review AA1000 (2018) Principles of Accountability and other compliance requirements. Conclusion The results of the AA1000 accountability standard for inclusivity, materiality, responsiveness and impact in the report are not out below. Inclusivity REALTEK SEMICONDUCTOR identifies 6 stakeholders and their concerns via the questionnaire and discloses materiality through stakeholder engagement, sustainability committees and experts. There are 15 material topics determined among the 22 sustainability topics including economic, governance, social, human rights and climate impact. Materiality REALTEK SEMICONDUCTOR complies with the GRI Standards, SASB Semiconductor industry sustainability indicators disclosure related metrics and Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators - Semiconductor Industry, and TCFD Climate Related Financial Disclosure Proposed Indicators to fully disclose the company's material risks and opportunities, taking into account the extent of impact on the company and prioritize the materiality of the report. Responsiveness REALTEK SEMICONDUCTOR Sustainability Report clearly describes the relationship between sustainability and organizational strategy and the performance metrics corresponding to the materiality and their achievement status and adequately addresses the main issues of concern to stakeholders. Page 2 of 3	TUVNORD Impact REALTEK SEMICONDUCTOR Sustainability Report fully identifies materiality that reflect the significant economic, environmental, and social impacts on the organization. The company has established a robust process to monitor and measure the impact and establish short-, medium-, and long-term strategic planning through corporate governance. Reliability and quality. The data and information in the report are sampling verified, and the accuracy of the sampling data is reliable. GRI Sustainability Reporting Standards REALTEK SEMICONDUCTOR Sustainability Report complies with the GRI 1 to GRI 3 universal Standards and the GRI 200 Series, GRI 300 Series and GRI 400 Series topic standards, and meet the requirements for disclosure. Limitations The financial report was certified by PwC, the accounting firm. The data of carbon emission verification was verified by the third party, BSI. Independent Statements and Competence TUV NORD Group is a leader in the supervision, testing and certification. It operates businesses and provides services in more than 150 countries around the world. The services include management systems and product certification: quality, environmental safety, social and moral audits and training; corporate sustainability report assurance. TUV NORD and REALTEK SEMICONDUCTOR are mutually independent organizations, and there is no conflict of interest with REALTEK SEMICONDUCTOR or any of its affiliates or interested parties when performing the verification of the sustainability report. Regarding the sustainability report of REALTEK SEMICONDUCTOR, TUV NORD bases on the REALTEK SEMICONDUCTOR verification agreement, and does not assume any legal or other responsibilities. REALTEK SEMICONDUCTOR is responsible for responding to any questions that intended users concerned. The verification team is composed of experienced chief reviewers such as ISO 9001, ISO 14001, ISO 14064-1, ISO 14067, ISO 45001, SA 8000, ISO 50001, ISO 27001 etc., and has received the CSAR verification practice qualification certification of AA1000 AS v3 accountability rating. The verification team is bases on his qualifications, extensive knowledge and experience in the industry to provide professional advice in this assignment. Jack Yeh Chairman Date of Issuance: 2026.06.01 TUV NORD Taiwan Co., Ltd. Room A1-0F, Nth 333, Sec. 2, Tsin Hua S. Rd., Taipei 10609 Taiwan, R.O.C. AA1000 Licensed Report 000-75V3-GL050 Page 3 of 3
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Greenhouse Gas Emissions Verification Opinion Statement





Verification Opinion

Verified as Satisfactory	
Reasonable Assurance: Based on the process and procedures conducted, the GHG statement contained in the GHG Report Realtek Semiconductor Corporation produced by Realtek Semiconductor Corporation, covering the direct GHG emissions and removals (Scope 1) and the indirect GHG emissions from imported energy (Scope 2):	- Is materially correct and is a fair representation of GHG data and information. - Has been prepared in accordance with GHG Protocol Corporate Accounting and Reporting Standard Revised edition and GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, and their principles.
Limited Assurance: Based on the process and procedures conducted, there is no evidence that the GHG statement contained in the GHG Report Realtek Semiconductor Corporation produced by Realtek Semiconductor Corporation, covering the other indirect GHG emissions (Scope 3):	- Is not materially correct and is not a fair representation of GHG data and information. - Has not been prepared in accordance with GHG Protocol Corporate Accounting and Reporting Standard Revised edition and GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, and their principles. - For certain categories, greenhouse gas emissions are estimated using secondary data, which may introduce inherent uncertainty in the resulting emissions figures.
Lead Verifier	Marty Li
Independent Reviewer	Jane Huang
Signed on behalf of BSI	 Managing Director Northeast Asia, APAC Assurance
Issue Date	2026-04-08
BSI Group Singapore Pte. Ltd. Taiwan Branch, 2nd Floor, No.37, Ji-Hu Road Nei-Hu Dist., Taipei 114700, Taiwan. NOTE: BSI Group Singapore Pte. Ltd. Taiwan Branch (hereafter referred to as BSI Taiwan) is independent to and has no financial interest in Realtek Semiconductor Corporation. This 3 rd party Verification Opinion has been prepared for Realtek Semiconductor Corporation, only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Taiwan has assumed that all information provided to it by Realtek Semiconductor Corporation is true, accurate and complete. BSI Taiwan accepts no liability to any third party who places reliance on this statement.	
Certificate Number and date of issuance of opinion: CFV 837261 Dated 2026-04-08, Re-issued: 2026-04-14	



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