

負責任人工智慧政策

Responsible AI Governance Policy

一、 目的 (Purpose)

為確保瑞昱半導體全集團職員利用人工智慧（以下簡稱 AI）於晶片研發、產品整合、供應鏈管理及全球營運的生命週期中，皆能合乎倫理、法規與永續發展要求，特訂定本政策。

This policy is established to ensure that all employees of Realtek Semiconductor Group, when leveraging Artificial Intelligence (hereinafter "AI") in accordance with ethical standards, regulatory compliance, and sustainable development requirements throughout the lifecycle of chip R&D, product integration, supply chain management, and global operations.

二、 適用範圍 (Scope)

本政策適用於全集團職員（如：正職、約聘（僱）、兼職、工讀生等）。範圍包含所有涉及人工智慧之應用與服務。

This policy applies to Realtek employees (including full-time, contract, part-time, interns, etc.). The scope covers all applications and services involving artificial intelligence.

三、 治理面向與管理政策 (Governance Dimensions & Policy)

本公司成立 AI 發展管理組織，共同研擬並推動本公司 AI 技術發展、安全防護與倫理合規方針。本公司將負責任 AI 之管理原則與營運作業深度融合，並依循以下四大面向貫徹落實，以建立內外利害關係人之信任，建構具備法規彈性、科技倫理與環境永續之負責任人工智慧治理架構：

Realtek has established an AI Governance Organization to jointly develop and promote Realtek's AI technology development, security protection, and ethical compliance policies. Realtek deeply integrates responsible AI management principles with operational practices, implementing them through the following four dimensions to build trust for internal and external stakeholders, and to construct a responsible AI governance framework with regulatory flexibility, technological ethics, and environmental sustainability:

1. 風險考量面向 (Risk Considerations)

- 確立安全性評估：本公司對 AI 資源之生命週期執行必要之安全與合規性風險評估，以降低 AI 對營運造成之風險。

Establish security assessment: Realtek conducts necessary security and compliance risk assessments throughout the AI resource lifecycle to mitigate operational risks posed by AI.

- 追蹤綠色 AI 與永續管理：本公司將環境永續議題納入 AI 治理框架。選擇節能硬體或綠色再生能源，並追蹤 AI 對永續目標之衝擊。

Track green AI computing and sustainability: Realtek integrates environmental sustainability considerations into AI governance framework. Realtek selects energy-efficient hardware or renewable energy, and tracks the impact of AI on sustainability targets.

- 禁止有害 AI 資源：本公司嚴格管控 AI 資源之使用，禁止部署涉及有害 AI 資源（如：惡意操縱、惡意剝削、社會信用評等等）。

Prohibition of Harmful AI resources: Realtek strictly prohibits deploying harmful AI resources. (e.g., malicious manipulation, malicious exploitation, social credit rating, etc.)

2. 使用安全面向 (Usage Safety)

- 數據安全與隱私保護：本公司於 AI 生命週期中嚴格保護數據安全與隱私；遵循相關安全政策與規範，並符合相關法規。

Data security and privacy protection: Realtek strictly protects security and privacy of data throughout AI lifecycle; adhering to relevant security regulations and applicable laws.

- 技術安全管控：本公司針對 AI 資源實施技術保護措施，保護敏感性資料與核心功能，以維護 AI 環境之整體安全性與營運持續。

Technical control: Realtek implements appropriate technical protection measures for AI-related systems to maintain overall environmental safety and business continuity.

- 用戶申訴管道與人工覆核機制：本公司依循 AI 相關規範，設立專責聯繫窗口；當用戶反饋 AI 使用問題時，將由專責窗口介入覆核。

User complaint channels and manual review mechanism: In accordance with AI-related standards, a dedicated contact window has been established; when users report problems with AI usage, a dedicated contact will intervene to review the issue.

3. 開發安全面向 (Development Safety)

- 網路安全防護：本公司與 AI 資源相關之內部系統採取適當之安全防護措施，並與時俱進。

Network security protection: Internal systems related to AI resources implement appropriate security measures to address emerging cyber threats.

- 模型可靠性監控：本公司建立持續監控程序，以偵測 AI 模型可能發生之效能異常或輸出偏差，確保模型產出維持預期之品質與穩定性，並具備異常發生時之因應能力。

Model monitoring: Establish continuous monitoring procedures to detect potential performance anomalies or output biases in AI models to maintain model reliability.

- 演算法公平性：本公司於 AI 模型開發與訓練過程中識別並減緩潛在偏見，致力於促進訓練數據之多元性及模型產出之公平性，並定期實施系統性公平性評估，確保模型對不同族群維持公正運作。

Algorithmic fairness: Identify and mitigate potential bias, conduct systematic fairness assessments regularly to ensure equitable operation across different demographic groups.

4. 監督與教育訓練面向 (Oversight & Training)

- 人類監督機制：本公司針對涉及高風險或關鍵之自動化決策，維持人工介入的覆核機制，嚴禁將未經確認與覆核之 AI 產出內容直接作為關鍵業務行為或關鍵決策之唯一依據。

Human-in-the-loop (HITL) mechanism: For any high-risk or critical automated decisions, Realtek systems maintain a human review mechanism. AI-generated content that has not been verified and reviewed is strictly prohibited from being used as the sole basis for critical business actions or key decisions.

- 透明度揭露：本公司提供的 AI 資源將讓使用者能清楚辨識其正與人工智慧進行互動。

Transparency disclosure: The AI resources provided by Realtek will allow users to clearly recognize that they are interacting with artificial intelligence.

- 員工 AI 教育訓練：本公司將 AI 技術安全操作、法令遵循、個資隱私防護與演算法道德規範納入公司常態性培訓體系，深化負責任 AI 意識。

AI education and training for employees: Integrate AI technology safety operations, legal compliance, data privacy protection, and algorithmic ethics standards into Realtek's regular training system to deepen responsible AI awareness.

四、 政策修訂與發佈 (Policy Revision & Publication)

1. 因應 AI 技術快速演進，定期審查本政策。

In response to the rapid evolution of AI technology, periodically review this policy.

2. 本政策由總經理核可後發布，修正時亦同。

This policy is issued upon approval by the President; the same applies to amendments.