

Human Rights Policy of Realtek Semiconductor

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

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

1. Protection of Free Labor Rights

- Unreasonable labor constraints on labors are strictly prohibited. No employment of forced labor, debt bondage (including the pledge of a person's services as security for the repayment for a debt) or bonded labor, involuntary or exploitative labor or slavery is permitted.
- No forced, compulsory labor, nor any form of insult or inhumane treatment is permitted.

2. Abolition of Child Labor

- We adhere carefully to various labor laws promulgated by the government, strictly implement the policy of abolition of child labor, only hiring employees who are 18 years of age or above, and adhere closely to international social responsibility standards and relevant government regulations.

3. Providing Safe Working Environment

- We safeguard employee's welfare, provide a healthy and hygienic working environment, and protect employee's related rights and interests.
- We promote environmental safety policies and propagate related laws and regulations, and raise the safety awareness of all employees.

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

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

5. Promoting Responsibility of Equality and Security

- We strictly prohibit unlawful discrimination to ensure equal and safe employment opportunities.
- We respect an employee's basic human rights. No unreasonable or inhumane treatment, including any form of sexual harassment, sexual assault, corporal punishment, mental or physical oppression, or verbal abuse, etc. is allowed.
- Any form of discrimination, including race, religion, color, nationality, age, gender, sex orientation, age, disability, or certain circumstances protected by other countries or regions is prohibited.

6. Supporting Freedom of Association

- We respect an employee's right to freedom of assembly and association, attaching significance to all employee's organizations. We promote and foster labor-management cooperation and establish harmonious labor-management relations.

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

Matters and Practice of Realtek's Human Rights Concerns

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

Item	1. Protection of Free Labor Rights	2. Abolition of Child Labor	3. Providing a Safe Working Environment	4. Attaching Significance to Employee's Physical and Mental Health	5. Promoting Responsibility of Equality and Security	6. Supporting Freedom of Association
Specific Approaches	(1) Fully in compliance with the Labor Standards Act, not hiring any type of involuntary or exploitative labor, not using threats or violence to take another into custody, nor by other illegal means force a person to work (2) No forced or compulsory labor; prohibition of any form of insult or inhumane treatment. (3) Implementation of effective and available grievance	(1) Adhering carefully to social responsibility, international norms, and relevant labor laws and regulations promulgated by the government, and continuing to pursue improvements (2) Not hiring workers under the age of 18, nor forced or compulsory labor (3) Establishing a policy of abolition of child labor and implementing an	(1) Safeguarding employee's welfare, healthy and hygienic working environment, and protecting an employee's related rights and interests (2) Providing promotion programs on the occupational safety and health center (3) Establishing sexual harassment prevention	(1) Conducting lectures on multiple subjects of knowledge (2) Organizing various activities to bring benefits to body and mind (3) Providing EAP services, such as psychological consultation and legal consultation (4) Providing comprehensive and sound fitness equipment and	(1) Respecting employee's fundamental human rights, and not allowing unreasonable or inhumane treatment (2) Prohibiting any form of discriminatory behavior, providing equal opportunity employment; no discrimination based on race, religion, color, nationality, age, gender, sex orientation, disability, or other circumstances protected by laws, in employment recruitment, training, reward, promotion,	(1) Respecting an employee's right to freedom of assembly and association, attaching significance to all employee's organizations, promoting and fostering labor-management cooperation, and establishing harmonious labor-management relations (2) Convening organizational communication meetings and Employee Welfare Committee meetings

	channels for all employees	appropriate system to manage documents related to an employee's age and their verification to avoid any child labor working on the site	measures, planning and taking necessary measures (4) Implementing an Occupational Safety and Health Management System (OSHMS) and obtaining verification (5) Performing monitoring of carbon dioxide, illuminance, noise levels, and drinking water quality control (6) Establishing emergency response teams, and holding fire emergency response training regularly	space (5) Setting up various clubs and libraries (6) Announcement of key health information reminders (7) Annual health checkup service	termination, retirement, and other employment conditions	once every quarter
Corresponding International Covenant on Human Rights	Slave and compulsory labor	Protection and assistance to a family	Entitled to the right to the highest physical and mental health		Prohibition of cruel, torturous, or inhumane punishment; all working conditions being equal before the law	Fundamental labor rights; freedom of association
Object Affected	All employees					