



Realtek Semiconductor Corp. Code of Ethical Conduct

I. Purpose

The Company established this Code of Ethical Conduct for the purpose of encouraging directors and managerial officers (including the president, vice presidents, chief financial and chief accounting officers, department officers, and other persons with managerial and signatory authority on behalf of the Company) to act in line with ethical standards and to help stakeholders better understand the ethical standards of the Company.

II. Content of the code

1. Prevention of conflicts of interest:

When conducting Company business, the Company's directors or managerial officers shall not take advantage of their position in the Company to obtain improper benefits for either themselves or their spouse, parents, children, or relatives within the second degree of kinship. The Company shall pay special attention to loans of funds, provisions of guarantees, and major asset transactions or the purchase (or sale) of goods involving the affiliated enterprises at which a director or managerial officer works. The Company shall offer appropriate means for directors, supervisors, and managerial officers to voluntarily explain whether there is any potential conflict between them and the Company.

2. Minimizing prospects to pursue personal gain:

The Company's directors or managerial officers shall refrain from engaging in any of the following activities: (1) Seeking an opportunity to pursue personal gain by using Company property or information or taking advantage of their positions. (2) Obtaining personal gain by using Company property or information or taking advantage of their positions. (3) Competing with the Company. When the Company has an opportunity for profit, it is the responsibility of the directors or managerial officers to maximize the reasonable and proper benefits that can be obtained by the Company.

3. Confidentiality:

The Company's directors and managerial officers shall be bound by the obligation to maintain the confidentiality of any information regarding the Company itself or its suppliers and customers, except when authorized or required by law to disclose such information. Confidential information includes any undisclosed information that, if exploited by a competitor or disclosed, could result in damage to the Company or the suppliers and customers.

4. Fair trade:

Directors and managerial officers shall treat all suppliers and customers, competitors, and employees fairly, and may not obtain improper benefits through manipulation, nondisclosure, or misuse of the information learned by virtue of their positions, or through misrepresentation of important matters, or through other unfair trading practices.

5. Safeguarding and proper use of company assets:

All directors and managerial officers have the responsibility to safeguard Company assets and to ensure that they can be effectively and lawfully used for official business purposes; any theft, negligence in care, or waste of the assets will directly impact the Company's profitability.

6. Legal compliance:

The Company shall strengthen its compliance with the "Securities and Exchange Act" and other applicable laws, regulations, and bylaws.

7. Encouraging reporting on illegal or unethical activities:

The Company shall raise awareness of ethics internally and encourage employees to report to a Company managerial officer, chief internal auditor, or other appropriate individuals upon suspicion or discovery of any activity in violation of a law or regulation or this Code of Ethical Conduct. To encourage employees to report illegal conduct, the Company shall establish a concrete whistleblowing system and make employees aware that the Company will use its best efforts to ensure the safety of informants and protect them from reprisals.

8. Disciplinary measures:

When a director or managerial officer violates this Code of Ethical Conduct, the Company shall handle the matter in accordance with disciplinary measures, and shall without delay disclose on the Market Observation Post System (MOPS) the date of the violation by the violator, reasons for the violation, the provisions of the code violated, and the disciplinary actions taken. It is advisable that the Company establish a relevant complaint system to provide the violator with remedies.

III. Methods of disclosure:

The Company shall disclose the Code of Ethical Conduct it adopted, and any amendments to it, on the Company website, in its annual reports and prospectuses, and on MOPS.

IV. Enforcement

The Company's Code of Ethical Conduct, and any amendments to it, shall enter into force after it has been adopted by the Board of Directors.