



Ethical Corporate Management Policy

Ethical corporate 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:

- A. Engage in commercial activities following the principles of fairness, honesty, faithfulness, and transparency.
- B. Abstain from directly or indirectly providing, accepting, promising, or requesting improper benefits.
- C. 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.