

# REALTEK SEMICONDUCTOR CORP.

## 2025 Annual Report

The annual report is available at:

- I. Taiwan Stock Exchange Market Observation Post System: <https://mops.twse.com.tw>
- II. Realtek website for annual report: <https://www.realtek.com>

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**Notice to Readers:**

**This annual report has been prepared originally in Chinese. The English version is a direct translation of the Chinese version.**

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# Letter to Shareholders

## 1. 2025 Operating Results

Despite fluctuations in tariffs and macroeconomic conditions impacting the end market during the first half of the year, robust demand for AI accelerators and high-performance computing (HPC) fueled a supply shortage and price increase in memory products, driving strong growth momentum in the semiconductor industry in 2025. According to the latest estimates from the World Semiconductor Trade Statistics (WSTS), global semiconductor industry revenue was projected to reach US\$772 billion in 2025, representing a 22.5% increase over 2024. This growth was primarily driven by two segments: logic products, which are expected to grow by 37% year-over-year, and memory products, which are projected to increase by 28%. Against this backdrop, Realtek's core markets—including personal computers, networking, consumer electronics, and automotive—demonstrated operational resilience, supported by stable market demand, ongoing optimization of product portfolios, and the trend toward specification upgrades. Thanks to the dedication of all employees and close collaboration with customers and the supply chain, Realtek Group continued to achieve revenue growth and maintain stable profitability in 2025. The Group's consolidated annual revenue reached NT\$122.71 billion, an increase of 8.21% from the previous year. Operating gross profit was NT\$61.37 billion, representing a year-over-year increase of 7.4%. Net profit after tax amounted to NT\$14.75 billion, down 3.5% compared to the prior year, and earnings per share were NT\$28.77.

Innovation is the driving force behind Realtek's continued growth. We are committed to enhancing product performance and creating differentiated advantages to build robust market competitiveness. In terms of intellectual property achievements, we have strengthened our R&D capabilities. According to the Taiwan Intellectual Property Office's 2025 ranking of top domestic patent applicants, Realtek submitted 286 invention patent applications, placing us at rank 6 and highlighting our strong R&D output. Furthermore, Realtek has been included in Clarivate's "Top 100 Global Innovators" for the fifth consecutive year, with both domestic and international recognition affirming our solid patent portfolio and deep innovation capabilities.

In addition, Realtek's products stood out in multiple industry evaluations in 2025, receiving numerous honors and accolades. At the 2025 Computex Taipei, our ultra-low-power multimodal AI system-on-chip (RTL8735C) won the Best Choice Golden Award. Our multifunction wireless high-speed transmission chip (RTL8922D) and enterprise edge AI switch chip (RTL9335) both received Best Choice Category Awards. The smart wearable Bluetooth audio SoC (RTL8773DO) was honored with the 2025 EE Awards Asia Gold Selection Award for "Best RF/Wireless IC of the Year." The ultra-low-power multimodal AI SoC (RTL8735C) also earned the Hsinchu Science Park Outstanding Company Innovative Product Award for 2025.

Additionally, in terms of supply chain partnerships, Realtek received the Bosch Global Supplier Award in the category 'Materials and Components'. This prestigious honor recognizes Realtek's technological strength, product competitiveness, quality, and customer service. Our automotive-related products are positioned to further contribute to the company's future growth momentum.

To realize our vision for sustainable corporate development, Realtek is committed to strengthening corporate governance. In 2025, we established the "Sustainable Development Committee" under the Board of Directors to oversee the implementation and effectiveness of key sustainability strategies. Cross-functional project teams are responsible for executing various sustainability initiatives and regularly report their progress to the Board, ensuring that project outcomes meet expectations. Additionally, we have linked sustainability performance metrics to management compensation structures to reinforce governance and accountability.

In terms of environmental sustainability, Realtek actively advances product design to develop chip solutions that are more efficient, smarter, and lower in power consumption. We integrate green operational practices, establish carbon reduction pathways aligned with leading international initiatives, and collaborate with supply chain partners to create a green value chain. Our goal is to become a pivotal driver in the development of the AI world while fulfilling our environmental responsibilities.

We regard our employees as our most valuable asset. Realtek continuously improves diverse recruitment channels and talent development systems while striving to build a safe, supportive, and rewarding workplace with competitive compensation and benefits. To enhance employee cohesion and share business success, we officially launched an Employee Stock Purchase Plan (ESPP) in June 2025. Regarding employee satisfaction, we regularly conduct engagement surveys and implement targeted improvement plans based on the feedback received.

## **2. 2026 Business Plan**

Realtek remains committed to technology and product innovation at its core. While maintaining its leadership in established markets, we are proactively expanding into new application areas with the goal of achieving simultaneous growth in both revenue and profitability. Looking ahead to 2026, Realtek is poised to capitalize on momentum from mainstream specification upgrades and the emergence of new opportunities driven by generative AI at the edge. We will continue to invest resources in networking communications, consumer electronics, personal computers and peripherals, automotive, and other emerging application fields. By developing highly competitive solutions, Realtek not only facilitates technological upgrades in mainstream markets but also further extends its presence in niche application segments.

In the wireless networking sector, Realtek's Wi-Fi Certified 7™ solutions have demonstrated steady growth in both the PC and router markets. With ongoing specification upgrades, Wi-Fi 7 penetration is expected to increase significantly in 2026. Beyond traditional applications, rising demand for greater bandwidth and faster speeds is driving the adoption of Wi-Fi 7 technology in game consoles and broadband telecommunications equipment. Realtek is also proactively advancing next-generation Wi-Fi 8 solutions and plans to participate in the Wi-Fi Alliance's interoperability Plugfest in 2026.

Building on years of experience in the IoT market, Realtek's solutions have evolved from intelligent control to voice and real-time video applications. Future strategies will focus on integrating advanced human and spatial sensing technologies, including Wi-Fi Radar, Wi-Fi Sensing, and channel sounding, alongside cloud-based generative AI, enabling customers to seamlessly connect to the AI ecosystem. In addition, Realtek is developing an on-premise large language model (LLM) platform to empower smart home products, delivering intuitive and convenient solutions for end users.

In the Bluetooth chip domain, supported by leading technology companies such as Apple, Google, and Amazon, demand is rising for smart home devices that integrate IEEE802.15.4 multi-mode capabilities and support Matter over Thread, aligning with global standards. Realtek assists brand clients in adopting these specifications to access global markets. As a key driver in Bluetooth audio solutions, Realtek offers low-latency gaming headset solutions for an enhanced user experience. Moving forward, the company will introduce new Bluetooth single-chip solutions supporting wireless bidirectional communication and near-field object localization, expanding into new application segments. Furthermore, leveraging its Bluetooth audio platform and proprietary low-power IoT chips, Realtek has successfully launched smart glasses and digital voice recorder solutions, extending Bluetooth technology from personal entertainment and smart home applications to intelligent cloud-based use cases.

In the Ethernet sector, Realtek is dedicated to maintaining its market leadership and expanding next-generation products. Driven by the increasing demand for high bandwidth stemming from AI, 5G, and IoT applications, we are actively investing in optical communication technologies to ensure long-term competitiveness in high-speed data transmission environments. This demonstrates our commitment to technological innovation and future infrastructure planning. In the short term, the adoption of 2.5GbE, 5GbE, and even 10GbE Ethernet chips in the motherboard market continues to rise due to ongoing specification upgrades. Realtek's 10GbE series products, launched in 2025, have successfully penetrated server-grade edge AI platforms, opening new application markets. The next phase will see the introduction of 25GbE Ethernet solutions to maintain our technological edge and expand market influence.

As AI, big data, and cloud services rapidly evolve, the market's need for high bandwidth and low latency continues to grow, making 100G, 800G, and even 1.6T optical networks increasingly critical. To address this, Realtek has mapped out a comprehensive Optical PHY chip development plan, with 100G Optical PHY products launched in 2025 and PAM4 DSP chips under development to support cutting-edge 400G and 800G modules. Leveraging our strengths in high-speed SerDes and low-power design, we are strategically

positioning ourselves in data center and telecommunications backbone networks, high-performance computing (HPC), and AI server markets.

In the switch and PON space, governments and telecom operators worldwide are accelerating the deployment of 10GPON and Wi-Fi 7 router infrastructure, driving demand for Multi-G Ethernet switches. Realtek's comprehensive product portfolio has secured our position in the supply chains of major global telecom operators and leading networking brands. At the same time, we continue to accumulate key clients in the mid- to high-end managed switch market, with mass production expected in 2026 for applications covering urban infrastructure and enterprise campuses. Our high-end campus network aggregation-level 24/48\*10GbE switch solutions, launched in 2025, have already been adopted by major telecom companies and brand customers and are projected to drive significant growth in 2026. As global fiber-optic network upgrades advance, Realtek's XG-PON products, combined with our Wi-Fi technology, are steadily increasing market share worldwide, and we are progressively rolling out 25 Gbps fiber access solutions.

In the personal computer sector, according to IDC data, PC shipments in 2025 are expected to grow approximately 4% year-over-year, driven by the upgrade cycle from Windows 10 to Windows 11 and the increasing penetration of AI PCs. Realtek's PC-related products have outperformed the market. In addition to ongoing improvements in power efficiency for its audio products, Realtek has integrated proprietary multi-model AI algorithms. By leveraging neural network technologies and combining expertise in imaging and wireless networking, Realtek has developed more comprehensive decision-making models. Together with ongoing advancements in automatic speech recognition and speech synthesis, these innovations will significantly enhance the PC user experience, positioning Realtek's solutions as indispensable AI assistants for consumers.

Looking ahead to 2026, Realtek will further strengthen customer engagement, providing comprehensive support from microphone and speaker design recommendations to VoIP, voice wake-up, and recognition testing and calibration tools—all aimed at delivering optimal user experiences. Through diversified solutions, Realtek will boost generative AI (GAI) applications on PCs, ensuring leadership in both technology specification and market share.

For imaging signal processing chips, Realtek has fully launched its third-generation Edge AI PC webcam SoC, featuring the latest imaging technologies. This solution not only enhances computational performance but also significantly reduces power consumption, delivering a differentiated and competitive human-machine interaction experience for AI PCs. The product has already attracted major brand clients, with clear development progress and mass production scheduled to begin in 2026, providing new revenue growth momentum and further strengthening Realtek's technological leadership and market share in the mid- to high-end PC segment. This will consolidate Realtek's global leadership in PC imaging and edge AI applications.

As high-speed interface standards advance, Realtek is building upon its successful USB4 40Gbps hub experience by actively developing the next-generation USB4 v2 80Gbps hub controller chip. This proactive approach positions Realtek to capture opportunities in the ultra-high-speed transmission market, widening the technology gap with competitors and securing future product competitiveness.

Additionally, in response to new business opportunities arising from AI PCs, Realtek's new product lines—such as fingerprint recognition and embedded controller (EC) chips—are progressively being adopted by major PC manufacturers, demonstrating the effectiveness of Realtek's diversified development strategy.

Realtek continues to advance in the multimedia application sector by integrating cutting-edge artificial intelligence (AI) technology into its TV system-on-chip (SoC) solutions. These SoCs combine industry-leading image enhancement and audio optimization to deliver an outstanding audiovisual experience. The latest intelligent display SoC integrates multi-core CPU and high-performance GPU architectures, supporting ultra-high-definition 4K/5K displays and 120Hz refresh rates. This enables smooth video processing, precise voice control, and high-bandwidth streaming capabilities. Additionally, the built-in AI image enhancement engine automatically adjusts brightness, contrast, and color based on scene detection, providing visual quality comparable to premium TVs. The product features a multi-system compatible platform supporting major operating environments, including Android and Linux, offering brand clients exceptional development flexibility. For intelligent display SoC applications, this solution integrates Wi-Fi and Bluetooth control modules, allowing seamless connectivity with keyboards, mice, smartphones, and cloud services. This redefines the user experience for "hostless workspaces," enabling effortless remote

work, streaming entertainment, or mobile device mirroring—all through a single intelligent display. Leveraging robust computing power, outstanding energy efficiency, and highly integrated AI multimedia technologies, Realtek empowers clients to accelerate next-generation smart display product development and secure early market leadership.

In the automotive sector, Realtek continues to outperform the broader market by leveraging a comprehensive portfolio of automotive Ethernet physical layer (PHY) solutions and highly integrated switch products. The upcoming fourth-generation switch chip, set for mass production, leads the industry by supporting the highest functional safety standard, ASIL-D. In addition, the company is actively developing a series of high-speed asymmetric PHY bridge transceivers (Automotive SerDes Alliance Motion Link, ASA-ML), aiming to establish these products as industry standards and ensure broad applicability for in-vehicle camera data bridging to meet diverse customer requirements. Realtek is also focusing on key applications for advanced autonomous driving by developing automotive gateway solutions. For the smart cockpit market, Realtek has introduced a range of single-chip products targeting multiple market segments, utilizing a modular architecture and supporting open ecosystems to enable rapid deployment across various brands and vehicle models. On the wireless connectivity front, Realtek's automotive Wi-Fi 7 solutions are fully compliant with automotive standards and meet the high bandwidth demands of in-car audio-visual entertainment systems. These solutions deliver superior performance in integration and reliability compared to peer offerings. By combining additional products such as automotive AI-enabled voice digital signal processor SoCs, power amplifier chips, and display-related chipsets, the automotive domain will continue to be a major driver of Realtek's future growth.

### **3. Strategy for Future Development and Impact by Competitive, Regulatory, and Macro Conditions**

Looking ahead, Realtek will strategically capitalize on key business opportunities arising from advancements in edge AI devices and various connectivity technology upgrades. We will continue to enhance our core technology and product portfolio while integrating AI-powered intelligent tools into product design, R&D processes, and daily operations to significantly boost innovation and organizational efficiency. In alignment with our commitment to environmental sustainability, we are dedicated to optimizing our product mix, increasing the share of high-value-added and clean technology products, and driving sustainable company development through robust R&D capabilities.

To address external competitive pressures, Realtek will focus on expanding our technology leadership, building high barriers to entry, and leveraging flexible customer technical support capabilities and cost optimization strategies to maintain our market-leading position. Concurrently, we actively implement green design principles and strengthen cybersecurity management to ensure our products meet the stringent standards of leading international clients.

Regarding the overall business environment, we are mindful of geopolitical factors, demand fluctuations caused by inflation, and key material supply uncertainties stemming from the growth of high-performance computing (HPC). Realtek will continue to reinforce supply chain resilience by diversifying wafer foundry and packaging/testing operations to spread risk, while closely monitoring inventory levels and market trends across our operations and downstream customers. With agile operational strategies, we are well positioned to navigate macroeconomic uncertainties.

Finally, we sincerely thank our shareholders for their ongoing support and trust. We remain committed to creating new growth opportunities and enhancing shareholder value.

We wish you all health and success in the future.

Chairman: Chiu, Sun-Chien

President: Yen, Kuang-Yu

Controller: Chang, Jr-Neng

# Corporate Governance Report

## I. Information of Directors and Officers

### 1. Information of Directors

December 31, 2025

Title	Nationality / Country of Origin	Name	Gender Age	Date Elected	Term of Office	Date First Elected	Shareholding When Elected(Note)		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Selected Education & Experience	Current Positions at the Company and other companies	Managers or Directors who are spouse or within second-degree relatives to each other		
							Share	%	Share	%	Share	%	Share	%			Title	Name	Relation
Director	Belize	United Glory Co., Ltd.	—	2024.05.30	3 years	2021.08.09	3,265,954	0.64%	3,265,954	0.63%	—	—	—	—	NA	NA	—	—	—
Chairman	ROC	United Glory Co., Ltd. Representative: Chiu, Sun-Chien	Male 61~70	2024.05.30	3 years	2000.06.09	883,831	0.17%	1,003,831	0.19%	1,384	0.00%	—	—	M.S. in Electrical Engineering, National Taiwan University	Chairman, Realtek Semiconductor Corp. Chairman/Director, Realtek Semiconductor Corp.'s Affiliates	—	—	—
Vice Chairman	ROC	United Glory Co., Ltd. Representative: Huang, Yung-Fang	Male 51~60	2024.05.30	3 years	2018.06.05	42,205	0.01%	162,205	0.03%	75,625	0.01%	—	—	M.S. in Electrical Engineering, State University of New York, USA	Chief Executive Officer, Realtek Semiconductor Corp. Chairman/Director, Realtek Semiconductor Corp.'s Affiliates	—	—	—
Director	ROC	Taotech Co., Ltd.	—	2024.05.30	3 years	2024.05.30	1,846,000	0.36%	3,166,000	0.61%	—	—	—	—	NA	NA	—	—	—
Director	ROC	Taotech Co., Ltd. Representative: Yeh, Po-Len	Male 61~70	2024.05.30	3 years	1991.06.26	1,773,899	0.35%	1,513,899	0.29%	208,398	0.04%	—	—	MSc. & Ph.D. in Material Engineering, Loughborough University of Technology, United Kingdom	Chairman/Director of Realtek Semiconductor Corp.'s Affiliates Representative of juristic person director, TwHealth Nexus Inc.	—	—	—
Director	ROC	Yen, Kuang-Yu	Male 51~60	2024.05.30	3 years	2021.08.09	23,948	0.00%	143,948	0.03%	4,000	0.00%	—	—	M.S. in Communications Engineering, National Chiao Tung University	President, Realtek Semiconductor Corp. Director, Realtek Semiconductor Corp.'s Affiliates	—	—	—
Director	ROC	Ni, Shu-Ching	Female 61~70	2024.05.30	3 years	1991.06.26	6,308,389	1.23%	6,308,389	1.22%	6,587,949	1.28%	—	—	Open Junior College	None	—	—	—
Director	ROC	Dejia Investment Co., Ltd.	—	2024.05.30	3 years	2024.05.30	3,648,035	0.71%	3,668,035	0.71%	—	—	—	—	NA	NA	—	—	—
Director	ROC	Dejia Investment Co., Ltd. Representative: Yeh, Ming-Han	Male 41~50	2024.05.30	3 years	2024.05.30	—	—	—	—	—	—	—	—	Bachelor, Industrial Design, Tatung University	Special Assistant, Realtek Semiconductor Corp. Chairman of Dejia Investment Co., Ltd. Director, HIXUAN Co., Ltd. Representative of juristic person director, Shitech Organic Pharmaceutical Co., Ltd. Representative of juristic person director, Unitech Computer Co., Ltd. Representative of juristic	—	—	—

Title	Nationality / Country of Origin	Name	Gender Age	Date Elected	Term of Office	Date First Elected	Shareholding When Elected(Note)		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Selected Education & Experience	Current Positions at the Company and other companies	Managers or Directors who are spouse or within second-degree relatives to each other		
							Share	%	Share	%	Share	%	Share	%			Title	Name	Relation
																person director, Unitech Electronics Co., Ltd.			
Independent Director	ROC	Yang, Pan-Chyr	Male 71~80	2024.05.30	3 years	2024.05.30	-	-	-	-	-	-	-	-	Ph.D., Graduate Institute of Clinical Medicine, College of Medicine, National Taiwan University	Chairman, TwHealth Nexus Inc. Representative of Chairman and juristic person director, Diamond Biofund Inc. Independent Director, Acer Incorporated. Independent Director, aetherAI Co., Ltd. Representative of juristic-person director, Taishin Venture Capital Co., Ltd. Representative of juristic-person director, Everbright Biofund Director, Taiwan AI Labs Academician, Academia Sinica Vice President, Institute for Biotechnology and Medicine Industry Distinguished Chair Professor for Research, National Taiwan University College of Medicine Dean, NTU YongLin Institute of Health	-	-	-
Independent Director	ROC	Ko, Fu-Hwa	Male 71~80	2024.05.30	3 years	2024.05.30	-	-	-	-	-	-	-	-	Ph.D., Electrical Engineering & Computer Science, University of California, Berkeley, USA	Advisor to the Board, CodeValet, Inc. Advisor, AMEDAC, Ltd. Managing Owner, SEMI DA Advisory LLC	-	-	-
Independent Director	ROC	Hsieh, Yin-Ching	Male 61~70	2024.05.30	3 years	2024.05.30	-	-	-	-	-	-	-	-	Bachelor, College of Law, National Taiwan University	Founder of Shay & Partners and leader of the TMT team Independent Director, Taiwan Cooperative Financial Holding Co., Ltd. Advisory committee, Mainland Affairs Council	-	-	-

Note: Shareholding When Elected refers to the number of shares recorded in the shareholder register as of April 1, 2024, when share transfers were suspended.

Table I: The major shareholders of institutional shareholders

December 31, 2025

<b>Institutional Shareholders</b>	<b>Major Shareholders of Institutional Shareholders</b>
Taotech Co., Ltd.	Apricus Capital Limited (shareholding: 30.12%) Shineway International Company Limited (shareholding: 30.12%) Genius Worldwide Corp. (shareholding: 30.12%) Supreme Holding CO. (shareholding: 9.64%)
Dejia Investment Co., Ltd.	Yeh, Ming-Han (shareholding: 33.34%) Yeh, Bo Chun (shareholding: 33.33%) Yeh, Wei Yen (shareholding: 33.33%)
United Glory Co., Ltd.	Target Way Co., Ltd. (shareholding: 100%)

Table II: The major shareholders of the major shareholders of institutional shareholders in Table I

December 31, 2025

<b>Shareholder</b>	<b>Major Shareholders Holding</b>
Target Way Co., Ltd.	Risetek Co., LTD. (shareholding: 100%)

## 2. Disclosure of professional qualifications of directors and independent status of independent directors

Name	Criteria	Professional qualifications and experience (Note1)	Independent Status(Note2)	Number of other public companies concurrently serving as an independent director
United Glory Co., Ltd. Representative: Chiu, Sun-Chien		Business management, strategic planning, leadership and decision-making, international marketing, technology research and development	Please refer to page 9 of the annual report for the explanation of the Board's independence.	-
United Glory Co., Ltd. Representative: Huang, Yung-Fang		Business management, technology research and development, crisis management		-
Taotech Co., Ltd. Representative: Yeh, Po-Len		Business management, strategic planning, leadership and decision-making		-
Yen, Kuang-Yu		Business management, technology research and development, international marketing		-
Ni, Shu-Ching		Business management, accounting and financial analysis		-
Dejia Investment Co., Ltd. Representative: Yeh, Ming-Han		Business management, industry knowledge		-
Yang, Pan-Chyr		Biomedical Profession, business management, strategic planning		2
Ko, Fu-Hwa		Technology Profession, business management, industry knowledge		-
Hsieh, Yin-Ching		Legal profession, operational judgements, crisis management		1

Note: Directors of the Company are not of any conditions defined in Article 30 of the Company Act.

## 3. Diversity and Independence of the Board

(1) Diversity of the board of directors: The diversity policy for the Company's board members is as follows:

The structure of the Company's board of directors shall be determined by choosing an appropriate number of board members in consideration of business scale, the shareholdings of major shareholders, and practical operational needs. The composition of the board of directors shall be determined by considering diversity. An appropriate policy on diversity based on the Company's business operations, operating dynamics, and long-term development needs shall be formulated and include, without being limited to, the following two general standards:

1. Basic requirements and values: gender, age, nationality, and culture.
2. Professional knowledge and skills: a professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities:

1. Ability to make operational judgments.
2. Ability to perform accounting and financial analysis.
3. Ability to conduct management administration.
4. Ability to conduct crisis management.
5. Knowledge of the industry.
6. International market perspective.
7. Ability to lead.
8. Ability to make policy decisions.

There are nine directors for the Company, three of them are independent directors. Each director has his or her own professional background, including business management, leadership decision, industry knowledge, technology research and development, financial accounting, marketing and sales, etc.

The specific management objective of the Company's board member diversity policy is that each of the eight abilities the board of directors shall have need to be possessed by at least five directors, and each individual board member possesses at least four of the eight abilities.

The Company's board currently has one female director and will continue to actively seek a suitable list of female director candidates in the future to enhance the diversity of the board.

For information on individual board members and their competencies, please refer to pages 5-6, 8, and Note 1 on page 30.

- (2) Independence of the board of directors: The Company has 3 independent directors, accounting for 1/3 of the board of directors.

The board of directors of the Company meets the following independence criteria:

1. Each director is not a family member of senior management who is employed by the Company or by a subsidiary of the Company
2. Each director is not (and is not affiliated with a Company that is) an adviser or consultant to the Company or a member of the Company's senior management.
3. Each director is not affiliated with a significant supplier of the Company.
4. Each director does not have any personal services contract with the Company or a member of the Company's senior management.
5. Each director is not affiliated with a not-for-profit entity that receives significant contributions from the Company.
6. Each director has not been a partner or employee of the Company's external auditor during the past three years.
7. Each director does not have any other conflict of interest that the board of directors determines to mean he or she cannot be considered independent.
8. The board of directors complies with the provisions of Article 26-3, Items 3 and 4 of the Securities and Exchange Act.
9. Each independent director meets the provisions of Article 3, Item 1 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.

#### 4. Information of President and Vice Presidents

December 31, 2025

Title	Nationality	Name	Gender	Date Appointed (Note)	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Selected Education & Experience	Current Positions at other companies	Managers who are spouse or second-degree relative		
					Total	%	Total	%	Total	%			Title	Name	Relation
Chairman	ROC	Chiu, Sun-Chien	Male	1999.07.01	1,003,831	0.19%	1,384	0.00%	—	—	M.S. in Electrical Engineering, National Taiwan University	Chairman/Director of Realtek Semiconductor Corp. affiliates	—	—	—
CEO	ROC	Huang, Yung-Fang	Male	2015.04.27	162,205	0.03%	75,625	0.01%	—	—	M.S. in Electrical Engineering, State University of New York, USA	Chairman/Director of Realtek Semiconductor Corp. affiliates	—	—	—
President	ROC	Yen, Kuang-Yu	Male	2017.10.30	143,948	0.03%	4,000	0.00%	—	—	M.S. in Communications Engineering, National Chiao Tung University	Director of Realtek Semiconductor Corp. affiliates	—	—	—
CFO	ROC	Chern, Kuo-Jong	Male	2002.03.28	160,686	0.03%	—	—	—	—	MBA (Master of Business Administration), The City University of New York, USA	Director/Supervisor of Realtek Semiconductor Corp. affiliates	—	—	—
Vice President	ROC	Huang, Yee-Wei	Male	2014.03.24	248,560	0.05%	—	—	—	—	Ph.D. in Chemical Engineering, Kansas State University, USA	Chairman of Realtek Semiconductor Corp. affiliates	—	—	—
Vice President	ROC	Lin, Ying-Hsi	Male	2017.03.13	96,000	0.02%	—	—	—	—	M.S. in Electrical Engineering, National Taiwan University	Director of Realtek Semiconductor Corp. affiliates	—	—	—
Vice President	ROC	Tsai, Jon-Jinn	Male	2017.10.30	90,074	0.02%	—	—	—	—	M.S. in Electrical Engineering, National Taiwan University	Chairman of Realtek Semiconductor Corp. affiliates Director of Compal Broadband Networks Inc.	—	—	—
Vice President	ROC	Wang, Po-Chih	Male	2020.07.31	60,000	0.01%	—	—	—	—	MBA (Master of Business Administration), National Chengchi University	Director of C-Media Electronics Inc.	—	—	—
Vice President	ROC	Chang, Jr-Neng	Male	2007.03.16	125,045	0.02%	—	—	—	—	M.A. in Accounting, National Taiwan University	Supervisor of Realtek Semiconductor Corp. affiliates	—	—	—
Vice President	ROC	Shen, Jia-Ching	Male	2021.07.23	61,234	0.01%	—	—	—	—	Ph.D. in Communications Engineering, National Chiao Tung University	Director of Realtek Semiconductor Corp. affiliates	—	—	—
Vice President	ROC	Lee, Shang-Ta	Male	2021.07.23	70,000	0.01%	292	0.00%	—	—	M.E.S. in Computer and Communication Engineering, Queensland University of Technology	None	—	—	—
Vice President	ROC	Su, Chu-Ting	Male	2023.02.24	66,776	0.01%	—	—	—	—	M.S. in Electrical and Control Engineering, National Chiao Tung University	Director of Realtek Semiconductor Corp. affiliates	—	—	—
CISO	ROC	Weng, Chi-Shun	Male	2022.10.28	60,099	0.01%	—	—	—	—	Ph.D. in Communications Engineering, National Taiwan University	None	—	—	—

Note: The Date Appointed is the date to be appointed as an officer.

## 5. Remuneration for Directors and Officers

### 5.1 Directors' Remuneration

2025 / Unit: NT\$K

Title	Name	Director remuneration								Amount of Total Remuneration (A+B+C+D) and Proportion to Net Income (%)		Remuneration from concurrent position as employee								Amount of Total Remuneration (A+B+C+D+E+F+G) and Proportion to Net Income (%)		Remuneration from investee business other than subsidiaries or from parent company
		Base Compensation (A)		Pension (B)		Director Remuneration (C)		Business expenses (D)				Salaries, bonuses and special expenses (E) (Note 2)		Pension (F)		Profit distribution for employee compensation (G)						
		REALTEK	Consolidated Entities	REALTEK	Consolidated Entities	REALTEK	Consolidated Entities	REALTEK	Consolidated Entities	REALTEK	Consolidated Entities	REALTEK	Consolidated Entities	REALTEK	Consolidated Entities	Cash	Stock	Cash	Stock	REALTEK	Consolidated Entities	
Chairman	United Glory Co., Ltd. Representative: Chiu, Sun-Chien																					
Vice Chairman	United Glory Co., Ltd. Representative: Huang, Yung-Fang																					
Director	Taotech Co., Ltd. Representative: Yeh, Po-Len	—	—	—	—	91,000	91,000	1,080	1,080	92,080 0.62%	92,080 0.62%	134,817	134,817	1,592	1,592	86,593	—	86,593	—	315,082 2.14%	315,082 2.14%	None
Director	Yen, Kuang-Yu																					
Director	Ni, Shu-Ching																					
Director	Dejia Investment Co., Ltd. Representative: Yeh, Ming-Han																					
Independent Director	Yang, Pan-Chyr																					
Independent Director	Ko, Fu-Hwa	9,000	9,000	—	—	9,000	9,000	504	504	18,504 0.13%	18,504 0.13%	—	—	—	—	—	—	—	—	18,504 0.13%	18,504 0.13%	None
Independent Director	Hsieh, Yin-Ching																					

Note 1: The relevant compensation of 1,043 thousand dollars for the drivers is not included.

Note 2: In addition to the above remuneration, the remuneration received by the directors of the Company in the recent year for providing services to all companies included in the financial report (such as serving as a non-employee consultant for the parent company / all companies included in the financial report / investee companies, etc.): 0.

Note 3: The independent directors of the Company's remuneration include base compensation, directors' remuneration and business expenses. The base compensation and remuneration of the directors are determined by remuneration committee with reference to the industry's usual level of payment, and considerations of the performance evaluation results of the board of directors, individual board members, and functional committees, the time spent, and the responsibilities undertaken, etc. After evaluation of the relevance of individual performance and business performance and future risks, a proposal is submitted to the board of directors for discussion and approval.

## Remuneration Range

Remuneration Range	Name of Directors			
	Total remuneration (A+B+C+D)		Total remuneration (A+B+C+D+E+F+G)	
	REALTEK	Consolidated Entities	REALTEK	Consolidated Entities
Less than \$1,000,000	Chiu, Sun-Chien, Huang, Yung-Fang, Yeh, Po-Len, Yeh, Ming-Han	Chiu, Sun-Chien, Huang, Yung-Fang, Yeh, Po-Len, Yeh, Ming-Han	—	—
\$1,000,000 (incl.) - \$2,000,000 (excl.)	—	—	—	—
\$2,000,000 (incl.) - \$3,500,000 (excl.)	Yen, Kuang-Yu, Ni, Shu-Ching	Yen, Kuang-Yu, Ni, Shu-Ching	Ni, Shu-Ching, Yeh, Ming-Han	Ni, Shu-Ching, Yeh, Ming-Han
\$3,500,000 (incl.) - \$5,000,000 (excl.)	—	—	—	—
\$5,000,000 (incl.) - \$10,000,000 (excl.)	Yang, Pan-Chyr, Ko, Fu-Hwa, Hsieh, Yin-Ching	Yang, Pan-Chyr, Ko, Fu-Hwa, Hsieh, Yin-Ching	Yang, Pan-Chyr, Ko, Fu-Hwa, Hsieh, Yin-Ching	Yang, Pan-Chyr, Ko, Fu-Hwa, Hsieh, Yin-Ching
\$10,000,000 (incl.) - \$15,000,000 (excl.)	—	—	—	—
\$15,000,000 (incl.) - \$30,000,000 (excl.)	United Glory Co., Ltd., Taotech Co., Ltd., Dejia Investment Co., Ltd.	United Glory Co., Ltd., Taotech Co., Ltd., Dejia Investment Co., Ltd.	United Glory Co., Ltd., Taotech Co., Ltd., Dejia Investment Co., Ltd.	United Glory Co., Ltd., Taotech Co., Ltd., Dejia Investment Co., Ltd.
\$30,000,000 (incl.) - \$50,000,000 (excl.)	—	—	—	—
\$50,000,000 (incl.) - \$100,000,000 (excl.)	—	—	Chiu, Sun-Chien, Huang, Yung-Fang, Yeh, Po-Len, Yen, Kuang-Yu	Chiu, Sun-Chien, Huang, Yung-Fang, Yeh, Po-Len, Yen, Kuang-Yu
\$100,000,000 and above	—	—	—	—
Total	12	12	12	12

## 5.2 Officer's Compensation

2025 / Unit: NT\$K

Title	Name	Salary (A)		Pension (B)		Bonuses and special expenses (C) (Note)		Employee compensation (D)				Total Amount of A+B+C+D and Proportion to Net Income (%)		Compensation from investee business other than subsidiaries or from parent company
		REALTEK	Consolidated Entities	REALTEK	Consolidated Entities	REALTEK	Consolidated Entities	REALTEK		Consolidated Entities		REALTEK	Consolidated Entities	
								Cash	Stock	Cash	Stock			
Chairman	Chiu, Sun-Chien	83,406	83,406	4,366	4,366	234,450	234,450	216,311	—	216,311	—	538,533 3.65%	538,533 3.65%	None
CEO	Huang, Yung-Fang													
President	Yen, Kuang-Yu													
CFO	Chern, Kuo-Jong													
Vice President	Tsai, Jon-Jinn													
Vice President	Lin, Ying-Hsi													
Vice President	Chang, Jr-Neng													
Vice President	Lee, Shang-Ta													
Vice President	Shen, Jia-Ching													
Vice President	Wang, Po-Chih													
Vice President	Su, Chu-Ting													
Vice President	Huang, Yee-Wei													
CISO	Weng, Chi-Shun													

Note: The relevant compensation of 1,043 thousand dollars for the driver is not included.

## Compensation Range

Remuneration Range	Name of Directors	
	REALTEK	Consolidated Entities
Less than \$1,000,000	—	—
\$1,000,000 (incl.) - \$2,000,000 (excl.)	—	—
\$2,000,000 (incl.) - \$3,500,000 (excl.)	—	—
\$3,500,000 (incl.) - \$5,000,000 (excl.)	—	—
\$5,000,000 (incl.) - \$10,000,000 (excl.)	—	—
\$10,000,000 (incl.) - \$15,000,000 (excl.)	—	—
\$15,000,000 (incl.) - \$30,000,000 (excl.)	—	—
\$30,000,000 (incl.) - \$50,000,000 (excl.)	Weng, Chi-Shun, Tsai, Jon-Jinn, Lin, Ying-His, Chang, Jr-Neng, Lee, Shang-Ta, Shen, Jia-Ching, Wang, Po-Chih, Su, Chu-Ting, Huang, Yee-Wei	Weng, Chi-Shun, Tsai, Jon-Jinn, Lin, Ying-His, Chang, Jr-Neng, Lee, Shang-Ta, Shen, Jia-Ching, Wang, Po-Chih, Su, Chu-Ting, Huang, Yee-Wei
\$50,000,000 (incl.) - \$100,000,000 (excl.)	Chiu, Sun-Chien, Chern, Kuo-Jong, Yen, Kuang-Yu, Huang, Yung-Fang	Chiu, Sun-Chien, Chern, Kuo-Jong, Yen, Kuang-Yu, Huang, Yung-Fang
\$100,000,000 and above	—	—
Total	13	13

### 5.3 Employee's Compensation for Officers

2025 / Unit: NTSK

Title	Name	Stock	Cash	Total	Percentage of net income after taxes (%)
Chairman	Chiu, Sun-Chien	—	216,311	216,311	1.47%
CEO	Huang, Yung-Fang				
President	Yen, Kuang-Yu				
CFO	Chern, Kuo-Jong				
Vice President	Tsai, Jon-Jinn				
Vice President	Lin, Ying-Hsi				
Vice President	Chang, Jr-Neng				
Vice President	Lee, Shang-Ta				
Vice President	Shen, Jia-Ching				
Vice President	Wang, Po-Chih				
Vice President	Su, Chu-Ting				
Vice President	Huang, Yee-Wei				
CISO	Weng, Chi-Shun				

### 6. Percentage of remuneration and compensation paid to Directors and Officers by the Company and all companies of the consolidated statements accounts for net income after taxes for the recent two years.

Percentage of remuneration and compensation paid to Directors and Officers by the Company and all companies of the consolidated statements accounts for net income after taxes for 2024	Percentage of remuneration and compensation paid to Directors and Officers by the Company and all companies of the consolidated statements accounts for net income after taxes for 2025
4.56%	4.38%

The 2024 annual remuneration of directors and compensation of employees was decided in accordance with the Company's articles of incorporation. If gained profits within a fiscal year, the Company shall allocate at a maximum of 3% of the profits as directors' remuneration, and allocate no less than 1% of the profits as employees' compensation. The decision for directors' remuneration was based on the board performance evaluation results of such aspects as the participation in the operation, the quality of the board of directors' decision-making, alignment of the goals and missions of the Company, awareness of the duties of a director, management of internal relationship and communication, the director's professionalism and continuing education, internal control, etc. The decision for officers' compensation was based on the performance appraisal indicators such as the length of service and position, performance, contribution to the Company's operation, industry benchmark, the Company's profitability, etc.

The directors' remuneration and officers' compensation were proposed to the board of directors after the resolution based on the performance evaluation results, the Company's operational performance, and future risk exposure approved by the remuneration committee, and processed after the approval of the board of directors. The directors' remuneration and employees' compensation will also be reported at the shareholders' meeting. The Company's remuneration committee and the board of directors will review the remuneration policies of directors and officers in a timely manner based on the actual operating conditions and relevant laws and regulations, in order to balance the Company's sustainable operation and risk control.

In order to encourage officers to pay attention to long-term comprehensive performance, actively fulfill corporate social responsibilities, achieve sustainable development goals, improve corporate governance, and protect the interests of investors, so as to achieve a win-win situation of economic and social benefits, the Company links the officers' compensation with their performance in environmental, social and corporate governance (ESG) aspects. The specific implementation method is that according to the ESG evaluation standards set by the Company, the Remuneration Committee conducts performance evaluation on individual indicator items related to officers. The indicators include green product innovation, carbon emission reduction, resource utilization efficiency, ecological protection measures, employee welfare, occupational safety and health, social welfare investment, corporate governance structure, information security management, risk management mechanism, etc. The ESG performance evaluation results will be used as part of the performance to calculate the adjustment coefficient for officers' base salary or bonus dividends. The compensation paid by the Company to officers includes long-term incentives, including the form of new restricted employee shares issued in 2025, to encourage officers to achieve the Company's strategic goals and grow together with the Company.

## 7. The planning and operation of the succession of board members and senior management:

### 7.1 Succession planning for board members

There are currently 9 directors (including 3 independent directors) for the Company. The nomination and selection of directors take into account the overall capacity and diversity of the board of directors, and adjust the composition of members according to the results of performance evaluation and the need for substantive operations. The succession planning of the board of directors includes the succession of the senior management of the group, and the recruitment of external professionals with background of business management, law, accounting, industry, technology, or marketing.

### 7.2 Succession planning for senior management

The succession planning for senior management of the Company is mainly constructed as follows:

- (1) Based on the future development strategy, define the positions and talent needs of the Company, and review the succession planning regularly in response to changes in operations and strategies.
- (2) Develop competent talents with potential and capacities to enter the succession planning talent pool, and establish a comprehensive training mechanism and talent development plan for the talent pool.
- (3) Timely promote the mid-level managers as deputies for the high-level managers, and understand the development of the middle-level management through performance appraisal and as a reference for succession planning.

### 7.3 Operational situation

Currently there are many senior managers within the group who possess the management and professional abilities required to serve as directors. At the same time, the Company will also seek professional talents from outside and appoint independent directors in accordance with legal requirements to further enhance the function of corporate governance.

The Company has gradually implemented a succession plan for key management levels, including comprehensive training for senior managers and the implementation of a job agent system, and regular promotion of employees who meet the conditions for management positions. Training through job assignments and project tasks are offered to cultivate their judgment, management capabilities, and problem-solving abilities. This is aimed at improving the decision-making quality of the management level and preparing high-quality human resources for the Company's long-term development.

## II. Corporate Governance

### 1. Operation of Board of Directors

#### Meeting count and attendance status of Board of Directors:

Term of the current board of directors: May 30, 2024 to May 29, 2027

The Board of Directors held meetings 4 times in 2025. Attendance status of Directors is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Chairman	United Glory Co., Ltd. Representative: Chiu, Sun-Chien	4	0	100%	None
Vice Chairman	United Glory Co., Ltd. Representative: Huang, Yung-Fang	4	0	100%	None
Director	Taotech Co., Ltd. Representative: Yeh, Po-Len	4	0	100%	None
Director	Yen, Kuang-Yu	4	0	100%	None
Director	Ni, Shu-Ching	4	0	100%	None
Director	Dejia Investment Co., Ltd. Representative: Yeh, Ming-Han	4	0	100%	None
Independent Director	Yang, Pan-Chyr	4	0	100%	None
Independent Director	Ko, Fu-Hwa	4	0	100%	None
Independent Director	Hsieh, Yin-Ching	4	0	100%	None

Other disclosures:

- 1.1 (1) Securities and Exchange Act §14-3 resolutions: Not applicable.  
(2) Resolutions of the board of directors with objected or reserved opinions by independent directors and with records or written statements: Not applicable.
- 1.2 Execution of the directors' interests evasion: The directors have avoided the proposal with personal stake.
- 1.3 The goals for strengthening the powers of the board of directors and performance evaluation:
  - (1) Establishing functional committees: To promote sustainable development and strengthen supervisory functions, the Company has established a Sustainable Development Committee in 2025.
  - (2) Supervising sustainable development promotion performance: Supervision matters include sustainable development policies, systems or related management guidelines and specific promotion plans; major stakeholders and issues of their concern; the Company's implementation performance and reviews in corporate governance, fostering a sustainable environment, preserving social welfare and promoting economic development; improvement directions and goals for sustainable development in the future.

## 2. Board of Directors performance evaluation

- 2.1 Evaluation cycles: Conducting an internal board performance evaluation every year
- 2.2 Evaluation periods: From Jan. 1, 2025 to Dec. 31, 2025
- 2.3 Scope and method of evaluation: The performance evaluation of the board as a whole, individual board members and functional committees, including audit committee, remuneration committee, and nominating committee.
- 2.4 Method of evaluation: The internal evaluation of the board, self-evaluation by individual board members, and the internal evaluation of audit committee, remuneration committee, and nominating committee. The unit conducting evaluations is nominating committee.
- 2.5 Criteria of evaluation:
  - 2.5.1 The board of directors' performance evaluation
    - (1) Participation in the operation of the Company;
    - (2) Improvement of the quality of the board of directors' decision-making;
    - (3) Composition and structure of the board of directors;
    - (4) Election and continuing education of the directors;
    - (5) Internal control.
  - 2.5.2 The board members performance evaluation
    - (1) Alignment of the goals and missions of the Company;
    - (2) Awareness of the duties of a director;
    - (3) Participation in the operation of the Company;
    - (4) Management of internal relationship and communication;
    - (5) The director's professionalism and continuing education;
    - (6) Internal control.
  - 2.5.3 Functional committee's performance evaluation
    - (1) Participation in the operation of the Company;
    - (2) Awareness of the duties of the functional committee;
    - (3) Improvement of quality of decisions made by the functional committee;
    - (4) Makeup of the functional committee and election of its members;
    - (5) Internal control.
- 2.6 Performance evaluation results: The 2025 performance evaluation results of the board, the board members, audit committee, remuneration committee, and nominating committee are all 'outstanding', and have been reported to the board of directors on February 25, 2026. The results of the performance evaluation will be used as a reference for the remuneration of individual directors or functional committee members and the nomination of continuation in office.

### 3. Operation of Audit Committee

The Audit Committee assists the Board of Directors in performing its supervision functions. It is also responsible for tasks defined by the Company Act, Securities and Exchange Act and other relevant regulations. The operation of Audit Committee is based on the Audit Committee Charter, and Audit Committee shall convene at least once quarterly. 4 meetings were held in 2025. It also maintains good communication channels with the Company's internal audit manager and the CPA.

The authorities of Audit Committee are as follows:

- (1) The adoption of or amendments to the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
- (2) Assessment of the effectiveness of the internal control system.
- (3) The adoption or amendment, pursuant to Article 36-1 of the Securities and Exchange Act, of the procedures for handling financial or business activities of a material nature, such as acquisition or disposal of assets, derivatives trading, loaning of funds to others, and endorsements or guarantees for others.
- (4) Matters in which a director is an interested party.
- (5) Asset transactions or derivatives trading of a material nature.
- (6) Loans of funds, endorsements, or provision of guarantees of a material nature.
- (7) The offering, issuance, or private placement of equity-type securities.
- (8) The hiring or dismissal of a certified public accountant, or their compensation.
- (9) The appointment or discharge of a financial, accounting, or internal audit officer.
- (10) Quarterly financial reports.
- (11) Business reports and proposals for surplus distribution or loss offset.
- (12) Other material matters of the Company or regulated by the competent authority.

The major 2025 annual review matters of Audit Committee were as follows:

- (1) Financial statements.
- (2) Internal control system.
- (3) Material transaction of intercompany loans.
- (4) The audit plan and implementation of the internal audit unit.
- (5) Appointment, remuneration and independence assessment of the CPA.
- (6) Revising principles and policies related to risk management.

## Audit Committee Meeting Count and Attendance

Term of the current audit committee: May 30, 2024 to May 29, 2027

The Audit Committee held meetings 4 times in 2025. Attendance status of Independent Directors is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Independent Director	Yang, Pan-Chyr	4	0	100%	None
Independent Director	Ko, Fu-Hwa	4	0	100%	
Independent Director	Hsieh, Yin-Ching	4	0	100%	

Other disclosures:

### 3.1 (1) Securities and Exchange Act §14-5 resolutions

Date	Resolutions	The Opinions of All Independent Directors and the Company's Actions to the Opinions
Feb. 26, 2025	<ol style="list-style-type: none"> <li>The Company's 2024 consolidated financial statements and parent company only financial statements.</li> <li>The Company's business report for 2024.</li> <li>The Company's distribution of 2024 retained earnings.</li> <li>2024 Cash dividends distribution from retained earnings.</li> <li>Report on the situation of related party transactions in 2024.</li> <li>The Company's auditor of financial statements and audit fee for 2025.</li> <li>The Company's evaluation of the effectiveness of the internal control system for 2024 and statement of internal control system.</li> <li>To amend the Company's Internal Control Systems.</li> <li>Proposal for the issuance of 2025 new restricted employee shares.</li> </ol>	All independent directors approved
Apr. 29, 2025	<ol style="list-style-type: none"> <li>The Company's 2025 Q1 consolidated financial statements.</li> </ol>	
Jul. 31, 2025	<ol style="list-style-type: none"> <li>The Company's 2025 Q2 consolidated financial statements.</li> <li>To amend the Company's Issuance Rules of 2025 New Restricted Employee Shares.</li> <li>The list of eligible recipients and number of shares for new restricted employee shares (excluding those who are directors or officers of the Company).</li> <li>To amend the Company's Sustainable Development Best Practice Principles and Sustainability Information Management Procedure.</li> <li>Proposal to terminate the balance of the intercompany loan between the Company's subsidiaries.</li> </ol>	
Oct. 28, 2025	<ol style="list-style-type: none"> <li>The Company's 2025 Q3 consolidated financial statements.</li> <li>The Company plans to lend funds to its subsidiary.</li> <li>The intercompany loans between the Company's subsidiaries.</li> <li>Report of transactions with the related party for 2026.</li> <li>To amend the Personal Data Security and Maintenance Measures and rename to Privacy Policy.</li> <li>To amend the Company's Risk Management Methods and Procedures.</li> <li>To set the Company's risk appetite (risk tolerance) value at 15 (inclusive) or below.</li> </ol>	

Date	Resolutions	The Opinions of All Independent Directors and the Company's Actions to the Opinions
	8. The Company's annual audit plan for 2026.	

(2) There was no resolution that was not approved by the Audit Committee but was approved by two thirds or more of all Directors.

1.2 Execution of the independent directors' interests evasion: None.

1.3 The communication between the independent directors and the internal audit manager and the CPA:

The Company's independent directors communicate with the CPA by the way of meetings, discussions, telephone calls or e-mails through the audit committee or separately to discuss the review results of the financial statements and related laws and regulations such as accounting, taxation, and securities management. If major issues occur, a meeting can be convened at any time.

The Company's independent directors communicate with the internal audit manager by the way of meetings, discussions, telephone calls or e-mails through the audit committee or separately to discuss the Company's audit-related works, audit reports, and the condition of discovering problems and tracking improvements. If major issues occur, a meeting can be convened at any time.

(1) The major items of communication between the independent directors and the CPA

Date	The Major Items of the Communication	The suggestions of independent directors and the Company's action to the suggestions
Feb. 26, 2025 (separate meeting)	The consolidated financial statement and independent auditor's report result for 2024 and Important audit events.	No suggestion from independent directors
Apr. 29, 2025 (separate meeting)	The consolidated financial statement and independent auditor's report result for the first quarter of 2025 and Important review events.	No suggestion from independent directors
Jul. 31, 2025 (separate meeting)	The consolidated financial statement and independent auditor's report result for the second quarter of 2025 and Important review events.	No suggestion from independent directors
Oct. 28, 2025 (separate meeting)	The consolidated financial statement and independent auditor's report result for the third quarter of 2025 and Important review events.	No suggestion from independent directors

(2) The major items of communication between the independent directors and the internal audit manager

Date	The Major Items of the Communication	The suggestions of independent directors and the Company's action to the suggestions
Feb. 27, 2025 (separate meeting)	Implementation of the audit plan for the fourth quarter of 2024	No suggestion from independent directors
Apr. 30, 2025 (separate meeting)	Implementation of the audit plan for the first quarter of 2025	No suggestion from independent directors
Jul. 31, 2025 (separate meeting)	Implementation of the audit plan for the second quarter of 2025	No suggestion from independent directors
Oct. 29, 2025 (separate meeting)	Implementation of the audit plan for the third quarter of 2025	No suggestion from independent directors

4. The state of the Company's implementation of corporate governance, and deviation of such implementation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.

Evaluation Item	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
1. Does the Company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	✓		The Company established and disclosed the corporate governance best practice principles based on ‘Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies,’ with a dedicated ‘Corporate Governance’ section on the Company’s website for all investors to inquire the Company’s corporate governance regulations.	—
2. Shareholding Structure and Shareholders’ Rights (1) Does the Company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement based on the procedure?	✓		The Company has set up an investor relations team and appointed a professional stock transfer agency to handle matters such as shareholder suggestions or doubts.	—
(2) Does the Company possess the list of its major shareholders as well as the ultimate owners of those shares?	✓		The Company regularly collects the shareholdings of directors and officers.	—
(3) Does the Company establish and implement the risk management and firewall system between it and its affiliated companies?	✓		In order to ensure the sound financial business dealings with related companies, preventing irregular transaction and improper transfer of interest, such as purchase and sale transaction, acquisition of assets for disposal, endorsement guarantees, and funds loans, the Company has established Rules Governing Financial and Business Matters Between the Company and its Related Parties. The Rules, which have been approved by the Board of Directors, not only include the management procedures for the purchase and sale of goods, the acquisition and disposal of assets, but also stipulate that all significant transactions of this nature shall be submitted to the board of directors for approval before being carried out. The actual transaction shall be reported in the most recent shareholders’ meeting after the end of a fiscal year.	—
(4) Does the Company establish internal rules against insiders trading with undisclosed information?	✓		On October 28, 2022, the board of directors of the Company approved the amendment to Regulation of Insider Trading. Directors shall not trade the Company’s shares during the blackout period of 30 days prior to the announcement of the annual financial reports and 15 days prior to the announcement of the quarterly financial reports. To avoid the directors from accidentally violating the regulations, the Company will regularly notify the directors about the blackout period prior to the announcement of the annual and quarterly financial reports. In accordance with the Company's Regulation of Insider Trading,	—

Evaluation Item	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
			<p>educational sessions on the Regulation of Insider Trading and related laws are conducted at least once per year for current directors, officers, and all employees. The education &amp; promotion for newly elected directors and appointed officers shall be arranged within 3 months of taking office. HR division shall arrange the education &amp; promotion for new employees during their education training.</p> <p>In 2025, relevant education &amp; promotion for current directors, officers and all employees was conducted from January 2 to December 31. The total education training hours of regulation of insider trading for 2025 were 47.33 hours with 568 participants in relevant courses. The training content includes the confidentiality of material information, and the prohibition of using undisclosed information to engage in insider trading or disclosing it to others, preventing others from using such undisclosed information to engage in insider trading. The course briefings and audio-visual files are placed in the Company's internal system to provide new employees with relevant education training.</p>	
<p>3. Composition and Responsibilities of the Board of Directors</p> <p>(1) Does the Board formulate diversity policies, specific management objectives and implement it accordingly?</p>	✓		<p>The diversity policy for the Company's board members is as follows: The structure of the Company's board of directors shall be determined by choosing an appropriate number of board members in consideration of business scale, the shareholdings of major shareholders, and practical operational needs. The composition of the board of directors shall be determined by considering diversity. An appropriate policy on diversity based on the Company's business operations, operating dynamics, and long-term development needs shall be formulated and include, without being limited to, the following two general standards:</p> <ol style="list-style-type: none"> <li>1. Basic requirements and values: gender, age, nationality, and culture.</li> <li>2. Professional knowledge and skills: a professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.</li> </ol> <p>All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities:</p> <ol style="list-style-type: none"> <li>1. Ability to make operational judgments.</li> <li>2. Ability to perform accounting and financial analysis.</li> </ol>	—

Evaluation Item	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
			<p>3. Ability to conduct management administration.</p> <p>4. Ability to conduct crisis management.</p> <p>5. Knowledge of the industry.</p> <p>6. International market perspective.</p> <p>7. Ability to lead.</p> <p>8. Ability to make policy decisions.</p> <p>There are nine directors for the Company, three of them are independent directors. Each director has his or her own professional background, including business management, leadership decision, industry knowledge, financial accounting, international marketing, etc.</p> <p>The specific management objective of the Company's board member diversity policy is that each of the eight abilities the board of directors shall have need to be possessed by at least five directors, and each individual board member possesses at least four of the eight abilities.</p> <p>The specific management objectives of the Company's board member diversity policy are that each of the eight abilities that the board of directors shall possess is at least possessed by five directors, and individual board member possesses at least four of the eight abilities. The Company's current board of directors and all individual board members reaches the management objective of diversity policy.</p> <p>The abilities possessed by individual board members of the Company please refer to the note1.</p>	
(2) Does the Company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	✓		The Company has set up nominating committee and Sustainable Development Committee. Please refer to the operation of nominating committee section and Sustainable Development Committee on the Company's website.	—
(3) Does the Company establish regulations governing the board performance evaluation and its evaluation method, regularly conduct performance evaluation every year, submit the results of performance evaluation to the board of directors, and base the determination of remuneration, the election or nomination of an individual director on the evaluation results?	✓		The Company has established regulations governing the board performance evaluation and its evaluation method, regularly conducts performance evaluation every year, and submits the results of performance evaluation to the board of directors. The 2025 performance evaluation results of the board, the board members, audit committee, remuneration committee and nominating committee are all "outstanding", and have been reported to the board of directors on February 26, 2026. The results of the performance evaluation will be used as a reference for the remuneration of individual directors or functional committee members and the nomination of continuation in office. Please refer to Board of	—

Evaluation Item	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
			Directors performance evaluation section disclosed in annual report or the Company's website.	
(4) Does the Company regularly evaluate the independence of accountants?	✓		The Company evaluates the independence of the certified public accountants every year, in addition to requiring "statement of independence" from the certified public accountants, and evaluate the independence of the certified public accountants according to the Norm of Professional Ethics for Certified Public Accountant. Please refer to pages 69-70 for the information of evaluation standard. The Company obtains the Audit Quality Indicators (AQIs) provided by the accounting firm to evaluate the audit quality of the accounting firm and the audit team based on five major aspects: professionalism, independence, quality control, monitoring, and creativity. After full communication with the certified accountants, the Audit Committee will evaluate the competency of the certified accountants one by one. After the assessment, the Company was not aware of anything that might affect the independence and competency of the certified accountant. The evaluation results of the most recent year were discussed and approved by the Audit Committee on February 25, 2026, were submitted to the Board of Directors for approval on February 26, 2026.	—
4. Does the Company have an adequate number of corporate governance personnel with appropriate qualifications and appoint a chief corporate governance officer to be in charge of corporate governance affairs. (including but not limited to providing data demanded by directors and supervisors, assisting directors and supervisors with legal compliance, handling matters relating to board meetings and shareholders meetings according to laws, and producing minutes of board meetings and shareholders meetings)?	✓		The Company, approved by the board of directors, has appointed a chief corporate governance officer to be in charge of corporate governance affairs. The main duties include handling of matters relating to board of directors meetings and shareholders meetings in compliance with law, preparation of minutes of the board of directors meetings and shareholders meetings, assistance in onboarding and continuing education of the directors, provision of information required for performance of duties by the directors, assistance in the directors' compliance of law, report to the board of directors on the review results regarding whether independent directors meet the qualification requirements stipulated by relevant laws and regulations at the time of nomination, election, and during their tenure, handle matters related to director changes and other matters specified in the Company's articles of incorporation. The performance of duties for 2025 was as following: 1. Assisted independent directors and directors in performing their duties, provided required information, and arranged directors' further education: (1) Provided onboard directors revision and development of the latest laws and regulations regarding company	—

Evaluation Item	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
			<p>management field and corporate governance, and updated them regularly.</p> <p>(2) Reviewed the confidential level of relevant information and provided the Company information required by the directors, maintained smooth communication between the directors and officers.</p> <p>(3) Assisted in arranging relevant meetings when, in accordance with the corporate governance best-practice principles, independent directors needed to meet with the internal audit supervisor or accountants individually to understand the Company's finance and business.</p> <p>(4) Assisted independent directors and directors to formulate annual training plans and arrange courses based on the Company's industrial characteristics and directors' academic and professional experience background.</p> <p>(5) Regularly review the professional qualifications, independence, and concurrent independent directorship restrictions of the Company's current independent directors during their tenure to ensure they comply with relevant laws and regulations.</p> <p>2. Assisted that the procedures and resolutions of board of directors meetings and shareholders meetings were in compliance with laws:</p> <p>(1) Confirmed whether the convening of the Company's shareholders meetings and board of directors meetings were in compliance with relevant laws and corporate governance best-practice principles.</p> <p>(2) Assisted and reminded the directors of the laws and regulations to be followed when performing duties or making a formal resolution of the board of directors, and made suggestions when the board of directors will make a resolution in violation of the laws.</p> <p>(3) Checked the release of material information on important resolutions of the board of directors after the meetings, and ensured the legality and correctness of the content of the material information for the transaction information equality of investors.</p> <p>3. Informed directors of the agenda for board of directors seven days before the meeting, convened a meeting and provided</p>	

Evaluation Item	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
			<p>meeting materials, reminded directors to recuse if there is a conflict of interest in the agenda items in advance, and completed the minutes of the board of directors meetings within 20 days after the meetings.</p> <p>4. Registered the date of the shareholders meeting in advance in accordance with the law, prepared meeting notices, handbook, meeting minutes within the statutory deadlines, and handled registration of change matters in the revised articles of incorporation or director election.</p> <p>Training situation: Professional training is arranged in accordance with the requirements of “Operation directions for compliance with the establishment of board of directors by TWSE listed companies and the board's exercise of powers”. Please refer to note 2.</p>	
5. Does the Company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employee and suppliers), as well as handle all the issues they care for in terms of corporate social responsibilities?	✓		The Company has set up a stakeholder section on our website with a dedicated email for stakeholder communication and contact. Any question, suggestion, or complaints regarding issues of corporate social responsibilities can be channeled through this mailbox for open and effective communication.	—
6. Does the Company appoint a professional shareholder transfer agency to deal with shareholder affairs?	✓		The Company appoints Chinatrust Commercial Bank Transfer Agency to deal with shareholder affairs.	—
7. Information Disclosure (1) Does the Company have a corporate website to disclose the financial, business, and corporate governance information?	✓		The financial, business and corporate governance information has been disclosed on the Company's website. Investors can also access the Company's material information through the market observation post system.	—
(2) Does the Company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, implementing a spokesman system, webcasting investor conferences)?	✓		The Company has set up an English website, and has a spokesperson for external communication and designated personnel to disclose information about the Company and the institutional investor conferences at market observation post system in accordance with the statutory requirements.	—
(3) Does the Company publish and report its annual financial report within two months after the end of a fiscal year, and publish and report its financial reports for the first, second and third quarters as well as its operating status for each month before the specified deadline?	✓		The Company announced and reported the 2025 annual financial statements within two months after the end of the fiscal year, and announced and reported quarterly financial statements as well as the operating status of each month before the prescribed deadline.	—
8. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' training	✓		<p>1. The Company provides information on relevant regulations that directors should pay attention to at any time.</p> <p>2. The directors of the Company attended the board of directors in good condition and all met the requirements of the laws.</p> <p>3. The director is required to evade if the proposal has a stake in</p>	—

Evaluation Item	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing liability insurance for directors and supervisors)?			<p>the directors.</p> <p>4. The Company has purchased the liability insurance for directors, which was approved by the board of directors.</p> <p>5. The Company protects the legitimate rights and interests of employees in accordance with the provisions of Labor Standards Act, and establishes a good relationship of mutual trust with employees through the welfare system enhancing the stability of employees' lives, and completed educational trainings.</p>	
<p>9. Please describe the improvement status according to the result of cooperate governance evaluation announced by cooperate governance center of TWSE, and the first priority improving items and measures on non-improving items :</p> <p>1. In terms of Cybersecurity, the Company passed the third-party audit and verification of the new version of ISO27001:2022 Cybersecurity Management System in January 2025. promoting the thorough implementation and continuous improvement of the cybersecurity management system, and enhancing the reliability of the cybersecurity systems.</p> <p>2. The Company has formulated an intellectual property management plan aligned with our operational goals. The implementation status of this plan was reported to the Board of Directors on October 29, 2025, and disclosed on the Company's official website. Please refer to Note 3. The Company further obtained TIPS Grade A certification on December 31, 2025, with the certification validity period from December 31, 2025, to December 31, 2026.</p> <p>The Company will align with ESG evaluation indicators to continuously enhance information transparency, while actively promoting measures related to corporate governance, environmental sustainability, and public welfare.</p>				

Note1: The abilities possessed by individual board members of the Company

Directors	Gender	Ability to make operational judgments	Ability to perform accounting and financial analysis	Ability to conduct management administration	Ability to conduct crisis management	Knowledge of the industry	International market perspective	Ability to lead	Ability to make policy decisions
Chiu, Sun-Chien	Male	✓	✓	✓	✓	✓	✓	✓	✓
Huang, Yung-Fang	Male	✓		✓	✓	✓	✓	✓	✓
Yeh, Po-Len	Male	✓	✓	✓	✓	✓	✓	✓	✓
Yen, Kuang-Yu	Male	✓		✓	✓	✓	✓	✓	✓
Ni, Shu-Ching	Female	✓	✓		✓	✓	✓		✓
Yeh, Ming-Han	Male	✓		✓	✓	✓	✓		✓
Yang, Pan-Chyr	Male	✓	✓	✓	✓	✓	✓	✓	✓
Ko, Fu-Hwa	Male	✓	✓	✓	✓	✓	✓	✓	✓
Hsieh, Yin-Ching	Male	✓		✓	✓	✓	✓	✓	✓

Note 2: Professional training of corporate governance officer

Organization	Course	Course Date	Training Hours
bcsd Taiwan	Strengthening Climate Information Disclosure to Enhance Corporate Climate Resilience	2025/09/08	6.0
Securities and Futures Institute	Twin Transformation for Strengthening Organizational Resilience - AI Governance and Sustainable Governance	2025/12/11	3.0
Securities and Futures Institute	Policies for Sustainable Business - Taiwan's Green Power Trading System and Procurement Practices	2025/12/16	3.0

## Intellectual Property Management Plan and Annual Implementation Report

### Intellectual Property Management Plan:

Realtek upholds integrity and innovation as the core of its sustainable development. With a focus on IC chip architecture design, R&D innovation, and intellectual property strategies planning, Realtek continues to advance product diversification and expand its global market presence. Through strategic deployment of core technologies, Realtek aims to enhance its competitive advantages.

In order to ensure the proper management and protection of intellectual property, Realtek has established an IP management framework that aligns operational goals with R&D resources. By converting technological innovations into patents and incorporating IP strategies at the early stages of R&D, Realtek strengthens the execution of its IP initiatives through patent management, trade secret protection, and classified control of confidential information.

Beginning this fiscal year, Realtek has introduced the Taiwan Intellectual Property Management System (TIPS). Through TIPS' internal audit and external certification mechanisms, Realtek seeks to establish a more robust IP management system aligned with corporate operational objectives.

To achieve these objectives, Realtek pledges the following policies:

- Continuously strengthen IP strategies aligned with current and future goals of business operation.
- Enhance the collaboration between the Legal & IP Department and the Patent Committee to ensure robust patent strategies and application quality.
- Strengthen the mechanisms of trade secret protection and continuously improve the IP management system.

### Implementation Status:

#### 1. Patent Management

Realtek has established a comprehensive patent management system covering early-stage core technology deployment, R&D proposal submissions, internal reviews, and a cross-functional Patent Committee to enhance oversight. Realtek invests R&D resources to deepen innovation and expand market applications, with a cross-departmental Patent Review Committee ensuring proposals align with business objectives and meet quality standards. A special incentive program rewards patents with high technological value, fostering research and innovation.

These mechanisms strengthen Realtek's intellectual property capabilities, reinforce market leadership, and drive business growth.

#### 2. Trade Secret Management

Realtek has implemented rigorous measures to prevent the misuse or unauthorized disclosure of intellectual property trade secrets. Employees, including new hires, regularly receive IP protection and information security training to enhance awareness and response capabilities. Realtek maintains international information security certifications, updates internal standards publicly for compliance, and employs a digital information security management system, with measures regularly reviewed to ensure effectiveness and practicality.

#### 3. Classification and Control of Confidential Data and Documents

Realtek established a confidentiality classification system for documents impacting intellectual property rights, defining labeling requirements, management procedures, and strict access controls. Documents identified as confidential IP materials must be classified by the responsible department, and relevant procedures are followed for document destruction. Realtek has also set retention periods, confidentiality durations, and internal/external transmission and access controls for each classification level, ensuring comprehensive protection of sensitive information.

#### 4. Implementation of TIPS Certification

To enhance Realtek's intellectual property management and protection, the TIPS framework was introduced this year, with Realtek applying for Grade A certification. A dedicated task force selected 'patents' as the verification scope. Realtek has established the related systems and implemented them within the designated boundaries. The on-site audit was completed on November 13, 2025.

#### Intellectual Property Achievements:

1. From September 2024 to August 2025, Realtek introduced and revised a total of 24 information security regulations and conducted 5 training courses regarding intellectual property, with a cumulative attendance of 609 participants.
2. From September 2024 to August 2025, Realtek filed more than 900 global patent applications and received over 855 new patent grants. Realtek now holds over 9,000 patents worldwide and ranked the 6th in the list of “Patent Grants by Domestic Companies in the full year of 2024” announced by Taiwan Intellectual Property Office in February 2025.
3. Realtek has earned the Top 100 Global Innovators awards by Clarivate for four consecutive years (2022–2025) through continuous investment in innovative technologies and the accumulation of intellectual property assets.
4. As announced by the Ministry of Economic Affairs in June 2025, Realtek received the 2025 Ministry of Economic Affairs, R.O.C, National Industrial Innovation Award – Distinguished Enterprise Innovation Award. This achievement reflects Realtek’s innovation-driven philosophy, integrating R&D innovation with its intellectual property strategy to transform innovation outcomes into business momentum and deliver industry value.

## 5. Members Background and Operation of Remuneration Committee:

### 5.1. Members Background of the Remuneration Committee

Criteria		Professional qualifications and experience	Independent Status	Number of other public companies concurrently serving as an independent director
Title / Name				
Independent Director (convener)	Yang, Pan-Chyr	Biomedical profession, business management, strategic planning Working experience: 46 years	Please refer to statement of note	2
Independent Director (member)	Ko, Fu-Hwa	Technology profession, business management, industry knowledge Working experience: 40 years		0
Independent Director (member)	Hsieh, Yin-Ching	Legal profession, operational judgements, crisis management Working experience: 40 years		1

- Note : (1) Whether the person, the person's spouse, or relatives within the second degree serve as directors, supervisors, or employees of the Company or its affiliated companies: none;  
(2) The shareholding numbers and proportion by the person, the person's spouse, or relatives within the second degree: 0;  
(3) Whether the person serves as a director, a supervisor or an employee of a company with specific relationship to the Company: none;  
(4) The amount of remuneration received for providing business, legal, financial, accounting and other services to the Company or its affiliates in recent two years: 0.

### 5.2. Operation of Remuneration Committee status

- There are 3 members of the Remuneration Committee.
- Term of the current remuneration committee: July 30, 2024 to May 29, 2027

The Remuneration Committee held meetings 3 times in 2025. Attendance status of members is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Convener	Yang, Pan-Chyr	3	0	100%	None
Member	Ko, Fu-Hwa	3	0	100%	
Member	Hsieh, Yin-Ching	3	0	100%	

### 5.3. Regularly review performance evaluation and remuneration

- The committee shall exercise the care of a good administrator in faithfully performing the official powers listed below, and shall submit its recommendations for deliberation by the board of directors.
  - Prescribe and periodically review the performance review and remuneration policy, system, standards, and structure for directors and managerial officers.
  - Periodically evaluate and prescribe the remuneration of directors and managerial officers.
- When performing the official powers of the preceding paragraph, the remuneration committee shall follow the principles listed below:
  - With respect to the performance assessment and remuneration of directors and managerial personnel of the Company, it shall refer to the typical pay levels adopted by peer companies, and take into consideration the reasonableness of the correlation between remuneration and individual performance, the Company's business performance, and future risk exposure.
  - It shall not produce an incentive for the directors or managerial officers to engage in activity to pursue remuneration exceeding the risks that the Company may tolerate.
  - It shall take into consideration the characteristics of the industry and the nature of the Company's business when determining the ratio of bonus payout based on the short-term performance of its directors and senior management and the time for payment of the variable

part of remuneration.

- (4) No member of the committee may participate in discussion and voting when the committee is deciding on that member's individual compensation.
3. The Company's Remuneration Committee and the Board of Directors review the remuneration policies for directors and officers in a timely manner, based on actual operating conditions and relevant laws and regulations. In order to promote the realization of ESG (environmental, social, governance) goals, ensure that the decisions and behaviors of directors and officers are consistent with the Company's ESG goals, and encourage directors and officers to pay attention to ESG performance, the Company has linked the ESG performance evaluation with the remuneration of directors and officers, and formulated ESG-related indicator as the basis of the evaluation. The board of directors supervises the implementation of this policy, regularly evaluates the implementation of the policy, and makes adjustments and optimizations as needed, thereby motivating directors and officers to actively participate in promoting the Company's sustainable development, achieving ESG goals, enhancing the Company's reputation and competitiveness, and attracting partners and investors who care about sustainable development.

Other disclosures:

1. If advice of the Remuneration Committee was not adopted or modified by the Board of Directors, the meeting date, period, content of proposals, meeting resolution, and the Company's action to the advices of the Remuneration Committee should be disclosed: None
2. If resolutions of the Remuneration Committee were objected or reserved with records or written statements by any member, the meeting date, period, content of proposals, opinions of all members, and action to the member's opinions should be disclosed: None
3. The major 2025 annual review matters of Remuneration Committee were to periodically evaluate and prescribe the remuneration of directors and managerial officers.
4. The discussion item and resolution results of the Remuneration Committee, and the Company's action to the advices of the Remuneration Committee:

Date	Content of proposals	Resolution results	The Company's action to the advice of the Remuneration Committee
Feb. 26, 2025	<ol style="list-style-type: none"> <li>1. Approve the distribution of 2024 directors' remuneration and officers' compensation.</li> <li>2. Approve 2025 officers' salary adjustments.</li> <li>3. To approve the Company's Articles of the Employee Stock Ownership Association.</li> <li>4. Proposal for the issuance of 2025 new restricted employee shares.</li> </ol>	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.
Jul. 31, 2025	<ol style="list-style-type: none"> <li>1. To amend the Company's Issuance Rules of 2025 New Restricted Employee Shares.</li> <li>2. The list of eligible recipients and number of shares for new restricted employee shares for directors and officers.</li> </ol>	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.
Oct. 28, 2025	<ol style="list-style-type: none"> <li>1. Approve 2025 year-end bonus distribution for officers.</li> </ol>	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.

## 6. Members Background and Operation of Nominating Committee:

6.1 The Company established a Nominating Committee in October 2019. The qualifications for the selection of the nomination committee member are possessing professional capabilities in business management, strategic planning, accounting and financial analysis as a whole, and are capable to contribute to the operation and decision-making of the committee. The committee is composed of three independent directors. The convener and chairman of the meeting, Chen, Fu-Yen, has the abilities of business management and strategic planning. The independent director, Tsai, Tyau-Chang, has the abilities of legal profession and crisis management. The independent director, Lo, Chun-Pa, has the abilities of business management and accounting and financial analysis. All of which meet the professional abilities required by the committee.

The major duties of the nominating committee are as follows:

1. Developing the standards of independence and a diversified background covering the expertise, skills, experience, gender, etc. of members of the board, and finding, reviewing, and nominating candidates for directors based on such standards.
2. Establishing and developing the organizational structure of the board and each committee, and evaluating the performance of the board, each director, and each committee.
3. Establishing and reviewing on a regular basis programs for the succession plans of directors and senior executives.

6.2 There are 3 members of the Nominating Committee.

6.3 Term of the current nominating committee: May 30, 2024 to May 29, 2027

The Nominating Committee held meetings 3 times in 2025. Professional qualifications and experience, and attendance status of members are as follows:

Title	Name	Professional qualifications and experience	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Convener	Yang, Pan-Chyr	Biomedical Profession, business management, strategic planning	3	0	100%	None
Member	Ko, Fu-Hwa	Technology Profession, business management, industry knowledge	3	0	100%	
Member	Hsieh, Yin-Ching	Legal profession, operational judgements, crisis management	3	0	100%	

6.4 The discussion items and resolution results of the Nominating Committee:

Date	Content of proposals	Resolution results	The Company's action to the resolutions of the nominating committee
Feb. 26, 2025	1. 2024 Board and functional committees' performance evaluation results.	Approved by all members of the committee.	Processed as the resolution results of the nominating committee.
Jul. 31, 2025	1. To establish a Sustainable Development Committee and formulate its charter. 2. Propose a list of the 1st term Sustainable Development Committee members.	Approved by all members of the committee.	Processed as the resolution results of the nominating committee.
Oct. 28, 2025	1. Conduct 2025 performance evaluation of the board of directors and functional committees.	Approved by all members of the committee.	Processed as the resolution results of the nominating committee.

7. Promotion of Sustainable Development, Status, and Deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons

Assessment Item	Implementation Status			Deviation from the ‘Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies’ and Reasons												
	Yes	No	Summary													
1. Has the Company established a governance structure to promote sustainable development and set up full-time (part-time) units to promote sustainable development, and has the board authorized senior management to execute under the board's supervision?	✓		<p>On July 31, 2025, the Board of Directors resolved to establish a Board-level Sustainability Committee. This term’s committee consists of three directors. The committee’s primary responsibilities include: (1) Formulating, promoting, and strengthening the company’s sustainability policies, annual plans, and strategies; (2) Reviewing and monitoring the implementation and effectiveness of sustainability initiatives; (3) Supervising the disclosure of sustainability information and evaluating sustainability reports; (4) Overseeing the execution of the company’s sustainability practices or other sustainability-related tasks as resolved by the Board.</p> <p>Committee Term: From July 31, 2025 to May 29, 2027. The professional qualifications and experience of the committee members are as follows:</p> <table border="1"> <thead> <tr> <th>Position</th> <th>Name</th> <th>Sustainability Expertise and Competencies</th> </tr> </thead> <tbody> <tr> <td>Independent Director (Convener)</td> <td>Yang Pan-Chyr</td> <td>Corporate Governance, Social Welfare, Community and Cultural Development</td> </tr> <tr> <td>Director (Committee Member)</td> <td>Huang Yung-Fang</td> <td>Corporate Governance, Environmental Sustainability and Climate Change Response, Social Welfare</td> </tr> <tr> <td>Director (Committee Member)</td> <td>Yen Kuang-Yu</td> <td>Corporate Governance, Risk Management, Sustainable Information Management</td> </tr> </tbody> </table> <p>To ensure effective management of sustainable development, the company has established a Sustainability Development Center under</p>	Position	Name	Sustainability Expertise and Competencies	Independent Director (Convener)	Yang Pan-Chyr	Corporate Governance, Social Welfare, Community and Cultural Development	Director (Committee Member)	Huang Yung-Fang	Corporate Governance, Environmental Sustainability and Climate Change Response, Social Welfare	Director (Committee Member)	Yen Kuang-Yu	Corporate Governance, Risk Management, Sustainable Information Management	—
Position	Name	Sustainability Expertise and Competencies														
Independent Director (Convener)	Yang Pan-Chyr	Corporate Governance, Social Welfare, Community and Cultural Development														
Director (Committee Member)	Huang Yung-Fang	Corporate Governance, Environmental Sustainability and Climate Change Response, Social Welfare														
Director (Committee Member)	Yen Kuang-Yu	Corporate Governance, Risk Management, Sustainable Information Management														

Assessment Item	Implementation Status			Deviation from the ‘Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies’ and Reasons
	Yes	No	Summary	
			<p>the General Manager’s Office. This dedicated unit is responsible for developing and executing sustainability policies, systems, management strategies, and implementation plans, and reports directly to the Sustainability Development Committee.</p> <p>The results of the company's sustainability initiatives for 2025 were presented by Vice President and Spokesperson Huang Yee-Wei to the Sustainability Development Committee and the Board of Directors on October 29, 2025. The Board reviewed and approved key topics including: (1) the progress and outcomes of Realtek’s sustainability programs; (2) stakeholder communication activities; and (3) the implementation and operation of integrity management.</p> <p>Looking toward a sustainable future, Realtek remains committed to the following six key goals and promises: 1. Upholding sustainability objectives with integrity and honesty, 2. Implementing green energy policies and environmental responsibility, 3. Promoting sustainable talent development and a safe working environment, 4. Proactively enhancing service collaboration and quality standards, 5. Driving innovation and R&amp;D to enrich and simplify life globally, and 6. Continuously improving to touch and inspire more people. The company will also refine its comprehensive ESG development strategy.</p>	
2. Does the Company conduct risk assessments on environmental, social, and corporate governance issues related to company operations in accordance with the principle of materiality, and formulate relevant risk management policies or strategies?	✓		<p>To fulfill our corporate governance obligations, maintain sustainable business goals, and address potential internal and external risks related to economic, social (people), and environmental factors, our company conducts risk assessments following materiality analysis procedures and establishes relevant risk management policies or strategies.</p> <p>The risk management organizational structure designates the Board of</p>	—

Assessment Item	Implementation Status			Deviation from the 'Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies' and Reasons
	Yes	No	Summary	
			<p>Directors as the highest governing body for risk management and the Audit Committee as the top supervisory entity for company risk management. The Risk Management Center is responsible for driving and executing risk management initiatives. Additionally, the independent audit unit under the Board of Directors conducts internal audits to ensure the continuous and effective implementation of the risk management system.</p> <p>Our scope of risk management covers strategic planning, operational management, financial operations, and hazard events, including risks related to climate change. Drawing on Enterprise Risk Management (ERM) procedures, the Risk Management Center conducts systematic risk assessments and identification mechanisms annually. This involves risk identification, risk measurement, risk monitoring, risk response, and risk reporting and disclosure. The center identifies risk management issues, monitors potential risks, and implements preventive measures to ensure the Company's ongoing operations and minimize potential impacts.</p> <p>Operational units compile and report on the execution of various risk management measures for 2025, which serves as the basis for the Risk Management Center's analysis and identification of significant risk issues closely related to the Company.</p> <p><b>Risk Management Implementation and Operations</b></p> <p>The Company implements risk management measures according to risk types, with each business unit responsible for executing these strategies and ensuring comprehensive risk control and prevention throughout the organization. To facilitate effective risk management, business units submit risk management information to the Risk Management Center. For significant potential risks that may affect the</p>	

Assessment Item	Implementation Status			Deviation from the 'Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies' and Reasons
	Yes	No	Summary	
			<p>Company's operations or sustainable development, the Risk Management Center regularly (at least once per year) reports these risks to the Audit Committee and the Board of Directors, serving as the basis for risk management oversight and guidance. In 2025, the Company successfully implemented risk response strategies, and no major risk incidents occurred. The audit unit conducted internal audits on risk management to ensure the continued effectiveness of the internal control system. In October, the Risk Management Center reported the Company's risk appetite values and the status and outcomes of key risk prevention initiatives.</p> <p>This year, the Audit Committee and the Board of Directors conducted one round of supervision and guidance regarding the risk management topics presented by the Risk Management Center, thereby strengthening the Company's overall operational risk management.</p>	
<p>3. Environmental Issues</p> <p>(1) Does the Company establish proper environmental management systems based on the characteristics of its industries?</p>	✓		<p>In 2006, the Company passed ISO14001 Environmental Management Systems certification. In October 2023, we completed the external audit of the ISO14001 recertification (valid from 2023/10/12 to 2026/10/12). We continue to implement the systematization of the environmental management system and advance towards the goal of environmental sustainability. In 2025, the implementation of environmental management systems focused on the following key areas:</p> <ol style="list-style-type: none"> <li>1. Chemical Management: Chemical usage is limited to alcohol and fluxes in the laboratory. A tiered risk management system is implemented to develop relevant procedures, ensuring worker health and safety.</li> <li>2. Waste Management: <ol style="list-style-type: none"> <li>(1) Waste Management and Reduction Initiatives</li> </ol> <p>Realtek Semiconductor consistently embraces the principles of</p> </li> </ol>	—

Assessment Item	Implementation Status			Deviation from the 'Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies' and Reasons
	Yes	No	Summary	
			<p>waste minimization and resource circulation in both product design and operations management. On the product side, the company develops smaller integrated circuits to reduce waste generated at the end of product life cycles. On the operational side, efforts focus on source reduction, sorting, recycling, and legal disposal of waste to maximize resource efficiency.</p> <p>In terms of waste management, Realtek complies with the &lt;Waste Disposal Act&gt; and relevant Hsinchu Science Park regulations by establishing a robust waste management system, with monthly tracking, reporting, and monitoring of waste as required. As the company does not operate its own production lines, hazardous industrial waste primarily comes from outsourced IC and wafer manufacturing, with defective products identified during inspection. For this type of hazardous waste, Realtek not only implements source reduction but also sets up dedicated areas for centralized storage of waste chips to minimize environmental risks and ensure compliance with legal requirements. All hazardous waste is handled by licensed contractors and, after legal reporting, shipped overseas for recycling and reuse, with full traceability throughout the process. The hazardous waste recycling rate has consistently exceeded 90%, and in 2025, reached 100%, demonstrating significant results in hazardous waste management and resource circulation.</p> <p>(2) Non-Hazardous Waste and General Waste Management</p> <p>Non-hazardous waste includes general business waste and domestic waste. For domestic waste, Realtek ensures recycling of recyclable materials such as tin and aluminum cans, glass bottles, paper, food waste, plastics, and paper lunch boxes. Non-recyclable waste is regularly collected by licensed contractors</p>	

Assessment Item	Implementation Status			Deviation from the ‘Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies’ and Reasons
	Yes	No	Summary	
			<p>and sent to government-approved incineration facilities, where heat generated is converted into renewable energy. The company also promotes diverse resource recycling initiatives, such as using food waste for pig feed, composting coffee grounds, converting fallen branches and leaves into fuel, and recycling paper into new products. Additionally, recycled paper is prioritized as cushioning material in product packaging to reduce single-use packaging and support the circular economy.</p> <p>(3) Internalization of Environmental Awareness and Companywide Participation</p> <p>Realtek integrates environmental management concepts into daily operations and employee conduct. Through onboarding training and internal communications, the company promotes energy-saving, waste reduction, recycling, and reuse practices and concepts, with management measures such as cleanliness maintenance and waste sorting. Employees are encouraged to proactively consider and adopt environmentally friendly actions in both work and daily life, fostering green operations and sustainable development through organization-wide participation.</p> <p>3. Adoption of International Standards: Implementation of the ISO 50001 energy management system ensures effective monitoring of energy-saving measures and engineering projects to achieve annual targets.</p>	
(2) Does the Company endeavor to utilize all resources more efficiently and use renewable materials that have a low impact on the environment?	✓		In 2023, the Company obtained ISO50001 certification for energy management at the Hsinchu No. 1 office. In 2024 and 2025, we progressively expanded the certification scope to include No. 2 and No. 3 offices. The current certificate remains valid until November 22, 2026, and we plan to complete recertification before its expiration in	—

Assessment Item	Implementation Status			Deviation from the ‘Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies’ and Reasons
	Yes	No	Summary	
			2026. During this period, we will continue implementing energy-saving projects, upgrading equipment to enhance energy efficiency, and constructing rooftop solar power systems. Additionally, beginning in 2025, we started to purchase extra renewable energy as part of our commitment to achieving net-zero emissions.	
(3) Does the Company monitor the impact of climate change on present and future operations and evaluate related opportunities? Does it establish measures to respond to climate change related impacts?	✓		Our company has adopted the framework of IFRS S2, aligning with the scope used for the preparation of consolidated financial statements. We identify potential risks and opportunities related to climate change by examining four core areas: governance, strategy, risk management, and metrics and targets. Through a comprehensive assessment of how climate change may impact Realtek’s business operations, we develop and implement responsive measures to ensure that climate-related impacts are effectively monitored, controlled, and addressed promptly. The results of these evaluations and the actions taken are disclosed in a dedicated section of the annual ESG report.	—
(4) Has the Company taken inventories of greenhouse gas emissions, water use, and waste volume during the past two years? Does it adopt guidelines to conserve energy and reduce carbon and greenhouse gases emissions, water use, and waste generation?	✓		Our company places a strong emphasis on environmental and ecological sustainability. Since 2019, we have independently conducted greenhouse gas inventories and disclosed annual emissions data. In 2026, we will submit our SBTi targets, and upon official verification in Q3 2026, the results will be announced on the official SBTi website.  From a management policy perspective, we are increasing the use of renewable energy to reduce greenhouse gas emissions. By 2025, the entire group (including overseas locations) achieved the RE10 target. We expect to reach RE50 by 2030 and RE100 by 2050. Realtek continuously reviews energy consumption data at all facilities, conducts assessments, and proposes optimization plans, such as replacing old equipment with energy-saving models, upgrading lighting to LED, and implementing condensate water recycling and	—

Assessment Item	Implementation Status			Deviation from the 'Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies' and Reasons
	Yes	No	Summary	
			<p>reuse initiatives.</p> <ul style="list-style-type: none"> <li>• Domestic Energy Consumption: The total energy usage in 2024 and 2025 was 196,077 GJ and 199,543 GJ, respectively.</li> <li>• Percentage of Renewable Energy Used: Renewable energy accounted for 2.3% in 2024 and 4.2% in 2025 of total domestic consumption.</li> <li>• Total Water Withdrawal and Water Conservation Rate: In 2024 and 2025, total water withdrawal was 181.59 ML (6.6%) and 195.21 ML (8.52%), respectively, consistently achieving water conservation targets of at least 5% in 2024 and 6% in 2025.</li> <li>• Greenhouse Gas Emissions (Scope 1 &amp; 2): Combined Scope 1 and 2 emissions totaled 31,408 metric tons in 2024 and 35,341 metric tons in 2025.</li> <li>• Total Waste Generated: Waste generation amounted to 663.67 metric tons in 2024 and 709.54 metric tons in 2025.</li> </ul> <p>Note: The 2025 figures are based on internal statistics; verified information by third-party assurance will be disclosed in the sustainability report.</p>	
<p>4. Social Issues</p> <p>(1) Does the Company comply with relevant laws and regulations and the International Bill of Human Rights? Does it adopt relevant management policies and processes?</p>	✓		<p>The Company adheres to labor-related regulations at all operational locations worldwide to protect employees' legal rights. We reference the International Bill of Human Rights, the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, among other international human rights conventions, to uphold the spirit and principles of human rights protection. Following the guidelines and spirit of the Responsible Business Alliance Code of Conduct, we have established the Realtek Semiconductor Human Rights Policy and the Realtek Semiconductor Labor Policy. These policies outline our commitments, goals, mitigation measures, and grievance channels concerning human</p>	—

Assessment Item	Implementation Status			Deviation from the ‘Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies’ and Reasons
	Yes	No	Summary	
			<p>rights issues, which are also communicated through employee training programs and managerial seminars. In 2025, human rights policy-related training programs included the New Employee Orientation Camp, which achieved 100% participation, as well as seminars for management personnel. The total training hours amounted to 130.5 hours.</p> <p>The company addresses various human rights concerns by assigning relevant departments—such as Human Resources Management and Development, Occupational Safety and Health Center, Information Security Center, and Supply Chain Management Center—to oversee the implementation of human rights management, supervision, and risk prevention measures. Human rights management practices are disclosed annually and reported to the President and the Sustainability Development Committee.</p> <p>Each year, our company conducts risk identification in accordance with the Human Rights Due Diligence Management Procedure. The identification process includes: 1. reviewing relevant policies and regulations, 2. screening the list of human rights risk issues, 3. identifying human rights issue risks, 4. implementing mitigation and adaptation measures. We assess the status and significance of human rights management and risks for all employees, contractors, and key suppliers at our Taiwan operations. Significant risk management measures and improvement actions are established, and ongoing supervision and monitoring ensure the protection of legal rights, fostering an environment that values and respects human rights and ensuring human rights management is implemented throughout our operations. In 2025, the company implemented the EcoVadis</p>	

Assessment Item	Implementation Status			Deviation from the 'Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies' and Reasons
	Yes	No	Summary	
			<p>sustainability assessment certification. Through the "Labor and Human Rights" dimension, relevant responsible units identify risks and management status for each human rights issue, and conduct risk assessments for issues related to company operations and suppliers based on materiality principles. According to the 2025 identification results, topics such as "forced labor and working hours management," "privacy protection," "anti-discrimination, anti-harassment, and promotion of equality," "freedom of association," "prohibition of child and young labor," "safe and healthy working environment," and "physical and mental health" are classified as low potential risk. Recognizing the critical importance of human rights management, Realtek proactively strengthens its management of human rights issues by establishing risk management policies or strategies for each issue and implementing mitigation and remedial measures in 2025, such as continuously providing resources for handling workplace unlawful incidents, executing related prevention plans, and offering employee care EAP assistance programs for psychological counseling. Through ongoing tracking and management, the company continues to enhance practical management of human rights issues and foster a friendly workplace environment for all employees. If a major human rights incident occurs among suppliers, the company may reassess subsequent partnership projects and provide timely advice and support as appropriate.</p> <p>For information regarding the "Realtek Semiconductor Human Rights Policy," please refer to Appendix 1.</p>	
(2) Does the Company establish and implement appropriate remuneration mechanisms (including wages, vacation, and other benefits) and reflect the corporate business performance or achievements in the employee	✓		<p>Establishing and Implementing a Sound Compensation Policy</p> <p>Our company and its subsidiaries have adopted a fair and competitive compensation system. The overall remuneration package includes fixed salaries, holiday bonuses, performance bonuses, and employee</p>	--

Assessment Item	Implementation Status			Deviation from the ‘Sustainable Development Best Practice Principles for TWSE/TPEx-Listed Companies’ and Reasons
	Yes	No	Summary	
remuneration policy?			<p>rewards. Compensation is determined based on local industry standards and incorporates incentive mechanisms linked to company performance. Salary adjustments and performance bonus distributions are based on employees’ roles and job performance to ensure fairness and reasonableness.</p> <p>Our company and subsidiaries are committed to fostering workplace diversity and equality by providing equal compensation standards and promotion opportunities for all employees, regardless of gender, race, color, religious belief, marital status, or other non-job-related factors. Matters such as salary standards and calculation methods, labor insurance, working hours, rest periods, leave, and pension contributions strictly comply with local labor regulations to fully protect employees’ legal rights.</p> <p>Establishing a Rational Link Between Business Performance and Employee Compensation</p> <p>To uphold the principle of sharing the fruits of success, the Company and its subsidiaries regularly benchmark industry salary levels and continuously optimize the overall compensation structure. In addition, overall business performance—including financial and ESG results—is incorporated into compensation policies, enabling employees to share in the Company’s achievements. Through ongoing communication between management and staff, as well as regular performance evaluations, both parties work together to establish aligned goals and confirm performance feedback. Based on evaluation outcomes, salary adjustments, performance bonuses, and employee profit-sharing incentives are determined accordingly.</p> <p>To ensure employee compensation reflects the Company’s business performance while maintaining market competitiveness, the Company</p>	

Assessment Item	Implementation Status			Deviation from the ‘Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies’ and Reasons
	Yes	No	Summary	
			<p>not only allocates performance bonuses based on results but also stipulates in its Articles of Incorporation that, when annual profits are achieved, at least 1% must be set aside for employee profit sharing. Of this, no less than 0.5% of annual earnings is specifically allocated to non-managerial employees, and eligible employees of subsidiaries may also participate in the profit-sharing program.</p> <p>In 2024, the average salary for full-time, non-managerial employees of the Company was NT\$3,915,000. This figure is 96% higher than the average salary of NT\$1,998,000 among publicly listed semiconductor companies in Taiwan, demonstrating that the Company’s compensation is not only competitive but also appropriately aligned with business performance.</p> <p>The Company has also established and implemented comprehensive employee welfare measures, including competitive compensation, workplace diversity and equality, leave policies, various allowances, gifts, subsidies, and a fair compensation and reward policy.</p>	
(3) Does the Company provide safe and healthful work environments for employees, and does it organize training on safety and health for employees on a regular basis?	✓		<p>Our company is committed to providing employees with a safe and healthy work environment. In accordance with legal requirements, we conduct biannual workplace environmental assessments. Additionally, we surpass regulatory standards by offering annual health check-ups for all employees and monthly health education sessions. Emergency response and fire drills are also conducted annually.</p> <p>The ISO45001 Occupational Health and Safety Management System external audit was successfully passed (certificate validity: 12/15/2024–12/15/2027), and the certification remains in effect.</p> <p>In 2025, there were no occupational accidents, fires, or incidents resulting in injury or death.</p>	—
(4) Does the Company establish effective training programs to foster employees’ career skills?	✓		The Realtek Education and Training System is structured around the six colleges of the Realtek Corporate University, offering a diverse,	—

Assessment Item	Implementation Status			Deviation from the ‘Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies’ and Reasons
	Yes	No	Summary	
			<p>timely, and well-developed professional training program. This system enables employees to accumulate knowledge in innovation and R&amp;D, organizational development, and various management fields. Training plans are tailored to individual job requirements, technical areas, and professional backgrounds, ensuring personalized career development programs. These initiatives are designed to enhance both professional and managerial competencies, actively groom internal successors, and achieve optimal alignment between organizational needs and talent development, thereby continuously strengthening organizational competitiveness.</p> <p>Additionally, a three-year plan is implemented for annual training courses across all employee levels. This comprehensive approach integrates factors such as organizational management competitiveness, feedback and needs identified through interviews with department heads, client focus and service, global talent market trends, and team problem-solving support. The result is a cohesive, forward-looking, and responsive suite of sustainable competency development programs. The three-year master course schedule addresses varying requirements for different roles and functions, including management and leadership, R&amp;D expertise, quality management, communication skills, career development, and core competencies. The target audience spans executive management, senior managers, mid-level and junior supervisors, and general staff, with planning considerations for each level and cross-functional needs. Each year, the Realtek HR Training and Cultural Activities Department is responsible for driving these initiatives by leveraging both internal and external resources to deliver courses that strengthen key competencies and foster organizational learning and competitiveness. In 2025, a total of 49,193 attendances completed career development training, amounting to 118,325.95</p>	

Assessment Item	Implementation Status			Deviation from the 'Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies' and Reasons
	Yes	No	Summary	
			training hours, with an average of 21.35 hours per employee. Additional details on employee training programs and implementation are disclosed in the annual ESG report.	
(5) Does the Company follow the laws and regulations of the government and international guidelines in relation to customer health, safety, and privacy, as well as sales and labeling of its products and services? Does the Company establish policies to protect consumer rights and interests and provide a clear and effective procedure for accepting consumer complaints?	✓		<p>Our company regards customer relationships as the cornerstone of our business growth. We are committed to establishing a quality management system with global competitiveness, delivering exceptional products and services to our clients.</p> <p>1. Rigorous Quality and Safety Management Systems</p> <p>To meet customer expectations, our company implements quality management throughout every stage, including innovation, design, product promotion, and sales:</p> <ul style="list-style-type: none"> <li>● Consumer Products: Adhering to ISO9001 quality management system standards.</li> <li>● Automotive Products: Complying with IATF16949 quality management, ISO26262 functional safety, and ISO/SAE 21434 automotive cybersecurity standards.</li> </ul> <p>Through process-oriented self-monitoring and evaluation mechanisms, we continuously strengthen product quality and build lasting trust with our customers.</p> <p>2. Environmental Protection and Responsible Supply Chain Management</p> <p>Our company has been certified under the ISO14001 environmental management system. We fulfill our responsibility to protect the planet and ensure harmonious coexistence between our production operations and the global environment:</p> <ul style="list-style-type: none"> <li>● Hazardous Substance Management: We comply with international regulations such as EU RoHS (2011/65/EU) and REACH (EC No. 1907/2006) to establish hazardous substance control mechanisms.</li> </ul> <p>Through supply chain management and regulatory compliance, our</p>	—

Assessment Item	Implementation Status			Deviation from the ‘Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies’ and Reasons
	Yes	No	Summary	
			<p>products are strictly prohibited from containing ingredients harmful to human health or the environment.</p> <ul style="list-style-type: none"> <li>● Responsible Mineral Sourcing: To fulfill corporate social responsibility, our company has established and implemented a conflict mineral management policy, requiring supply chain partners to conduct due diligence on responsible minerals. For minerals such as gold (Au), tantalum (Ta), tungsten (W), tin (Sn), and cobalt (Co) used in our products, we provide investigation information in accordance with RMI requirements (e.g., CMRT/EMRT) to ensure that mineral sourcing does not contribute to armed conflict or human rights violations.</li> </ul> <p>3. Occupational Safety and a Thriving Workplace Our company values employee rights and has obtained ISO 45001 occupational health and safety management certification. We strive to create a safe and healthy workplace, continuously improving the work environment to protect the physical and mental well-being of our staff and foster a prosperous and fulfilling work culture.</p> <p>4. Product Durability and Laboratory Excellence Our company continually maintains ISO 17025 laboratory quality management certification, focusing on enhancing the durability and reliability of IC products:</p> <ul style="list-style-type: none"> <li>● Extended Product Lifespan: Through rigorous reliability testing, we simulate diverse usage scenarios and analyze product endurance under extreme conditions to ensure longevity and durability.</li> <li>● Customer-Oriented Testing: We design specific test plans based on actual feedback from clients and consumers, ensuring product quality demonstrates high stability across all applications.</li> </ul> <p>5. Transparent Information and Sustainable Commitment In 2025, our company established the “Customer Rights Policy,”</p>	

Assessment Item	Implementation Status			Deviation from the ‘Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies’ and Reasons
	Yes	No	Summary	
			which is published on our official website. Comprehensive information regarding product responsibility, environmental sustainability, and supply chain management performance is detailed in a dedicated section of our annual ESG report.	
(6) Does the Company establish policies to assess whether suppliers adhere to environmental, occupational health and safety, and labor rights laws and regulations, then follow up on implementation status?	✓		<p>The Company is committed to fulfilling its supply chain management responsibilities, promoting a safe working environment for supply chain partners, ensuring employees are respected and treated with dignity, as well as advancing environmental protection and ethical compliance. We establish our Supplier Code of Conduct based on international standards such as the Responsible Business Alliance Code of Conduct, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and the Universal Declaration of Human Rights. Suppliers are required to meet standards in five areas: labor, health and safety, environment, ethics, and management systems, and to fully comply with the laws and regulations of the countries where they operate.</p> <p>Moreover, Realtek not only continuously enhances the sustainability management of existing suppliers but also requires new suppliers to sign the Realtek Supplier Code of Conduct or provide their own codes of conduct, the Responsible Business Alliance Code of Conduct, and the Conflict-Free Minerals Declaration to ensure the implementation of responsible supply chain management. For more detailed supplier management policies, please refer to the annual ESG report.</p>	—
5. Does the Company adopt internationally recognized standards or guidelines when producing corporate social responsibility reports and other related reports to disclose the status of implementing non-finance related policies? Does the Company obtain a third-party assurance or verification for the	✓		The Company adheres to the latest GRI Standards (GRI Universal Standards 2021) issued by the Global Reporting Initiative for compiling and publishing its sustainability report. This report discloses key issues covering operational performance, corporate governance, stakeholder engagement, social participation, environmental	—

Assessment Item	Implementation Status			Deviation from the ‘Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies’ and Reasons
	Yes	No	Summary	
reports to enhance the reliability of the information in the reports?			protection, a friendly workplace, and employee care. The 2024 Realtek Sustainability Report has also been externally verified by TUV NORD Taiwan, ensuring compliance with GRI Standards (2021) and AA1000 AS v3 assurance standard at the Type II moderate assurance level.	
<p>6. If the Company has established its Sustainable Development Code of Practice according to ‘Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,’ please describe the operational status and differences:  Realtek establishes its Sustainable Development Code of Practice in accordance with the ‘Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies’. Its operations is consistent with the spirit and principles of the Sustainable Development Code of Practice.</p>				
<p>7. Other key information relevant to understanding the progress of sustainable development initiatives:  Our company has developed the "Realtek Charity and Sustainable Co-Prosperity Three-Year Plan," which encompasses five major thematic objectives: Child and Women Safety and Growth Initiative, Rural Education Development and Care Project, Social Mutual Assistance and Co-Prosperity Action Program, Academic Research and Social Institution Sponsorship Project, and Realtek Future Vision and Creativity Hope Initiative. These projects serve as guiding principles for our philanthropic efforts, enabling us to advance and invest in social welfare with greater proactivity, systematic planning, and long-term sustainability.</p>				

## 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, unreasonable restrictions on entering or exiting the company, and unreasonable restrictions on labors' freedom of movement within the workplace are strictly prohibited.
- No employment of forced labor, debt bondage (inclusive of the pledge of a person's services as security for the repayment for a debt) or indentured labor, involuntary or exploitative labor or slavery is permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud in order to obtain labor or services.
- No forced, compulsory labor, nor any form of insult or inhumane treatment is permitted.

### 2. Abolition of Child Labor and Underage Workers

- 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 and Legal Remuneration

- 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.
- We strictly comply with all applicable wage laws and regulations, and legal limits to working hours. Provide fair wage and timely pay in full with pay slips to state legitimate deductions.
- We provide overtime compensation in accordance with local laws in each country. Deductions from wages as a disciplinary measure is prohibited.

### 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 in hiring and employment practices such as performance appraisal, promotions, rewards, and access to training.
- We respect an employee's basic human rights. Unreasonable or inhumane treatments,

including any form of violence, gender-based violence, sexual harassment, sexual assault, corporal punishment, mental or physical oppression, bullying, public shaming, or verbal abuse, etc. are prohibited.

- Any form of discrimination, including race, color, nationality, age, gender, sex orientation, disability, pregnancy, religion, political affiliation, union membership, marital status, veteran status or certain circumstances protected by other countries or regions is prohibited. We provide employee with reasonable accommodation for religious practices. In addition, employees or potential employees will not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.
- We promote pay equality. Remuneration and compensation assessment standards will not vary due to the difference in gender, race, age, religion.
- We fully implement pay equality and maintain fair remuneration system standards.

#### 6. Supporting Freedom of Association

- We respect an employee's right to freedom of assembly and association, including to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly. We attach significance to all employee's organizations to promote and foster labor-management cooperation and establish harmonious labor-management relations.
- Employees and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, dismissal, harassment, blacklisted, reprisal, intimidation, or other unfair treatment.

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.

## 8. Company Climate Related Information

### 1. Implementation of climate-related information

Item	Implementation Status
1. Describe board and management oversight and governance of climate-related risks and opportunities.	Realtek's sustainable organizational structure has the Board of Directors as the highest guidance body, and the President's office as the highest management level. This office is responsible for overseeing the progress of major ESG (Environmental, Social, and Governance) initiatives, and aligns the advancement of these topics with the IFRS implementation process to conduct climate risk and opportunity assessments.
2. Describe how the identified climate risks and opportunities affect the corporate business, strategy, and finances (short, medium, and long term).	The main financial impacts of climate risks and opportunities are the increase in air-conditioning costs, the transformation costs of upstream suppliers, the cost of adding solar power generation facilities, and the management and communication costs of sustainable issues. Regarding the short-, medium-, and long-term financial impacts caused by various climate issues, they are all less than 1% of net revenue upon quantitative assessment.
3. Describe the financial impact of extreme climate events and transitional actions.	Regarding the short-, medium-, and long-term financial impacts caused by various climate issues, they are all less than 1% of net revenue upon quantitative assessment.
4. Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system.	Realtek's risk management scope includes risks pertaining to strategic planning, operational management, financial operations, and hazardous events. We also incorporate risks related to climate change, refer to ERM (Enterprise Risk Management) procedures, and through risk identification, risk measurement, risk monitoring, risk response, risk reporting and disclosure and other management procedures to ensure the continuous operation of Realtek and reduce the possible impact of risks.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors adopted, and major financial impacts should be explained.	According to the sixth scientific assessment report (AR6) of the United Nations Intergovernmental Panel on Climate Change (IPCC), Realtek uses the Shared Social-Economic Pathways (SSP) and adopts SSP1-1.9, SSP2-4.5 and SSP5-8.5 to analyze three climate scenarios. In the short-term, medium-term and long-term time boundaries, under the ideal scenario where the temperature rise is controlled at 1.5°C, it is estimated that the main financial impact of climate change on Realtek will be less than 1% of net revenue.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and goals used to identify and manage physical risks and transition risks.	In response to climate-related risks, Realtek has proactively advanced its energy transition strategy by installing solar panels on the rooftop of its Hsinchu headquarters. By 2025, the total installed rooftop solar capacity has reached 1,549 kW, with actual power generation totaling 1,548,000 kWh. This translates to a carbon reduction of 734 tons CO <sub>2</sub> e. Additionally, Hsinchu Plant 1 has purchased and utilized 938,000 kWh of renewable energy, enabling the group to achieve its RE10 target in 2025.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	In 2025, Realtek implemented an internal carbon pricing mechanism, setting the price at 100 USD per ton of CO <sub>2</sub> e. This price is determined by dividing the cost of externally purchased renewable energy by the actual amount of carbon reduced. Furthermore, the company applies the shadow price model to calculate the ROI of energy-saving and carbon reduction projects in its facilities, accelerating investment decisions in energy efficiency and supporting the company's transition to a low-carbon operation.
8. If climate-related goals are set, the activities covered, scope of greenhouse gas emissions, planing schedule, annual progress and other information should be stated; if carbon offsets or renewable energy certificates (RECs) are used to achieve relevant goals, the source and quantity of carbon reduction credits to be offset or the number of renewable energy certificates (RECs) should be stated.	<p>Realtek has committed to achieving the major goal of net zero carbon emissions by 2050. It plans to meet the goal by reducing total carbon emissions through various energy-saving and carbon-reduction measures such as the continuous development of low-carbon products, improvement of equipment energy efficiency, construction and certification of office buildings in accordance with green building standards, increased use of renewable energy, and implementation of MBO (Management by Objective) for supply chain carbon reduction. Net Zero Target and Schedule:</p> <ul style="list-style-type: none"> <li>• By 2030, reduce Scope 1 and Scope 2 carbon emissions of greenhouse gases by 42% compared with the base year of 2025.</li> <li>• By 2030, achieve 50%; by 2050, achieve 100% renewable energy usage.</li> <li>• By 2050, achieve net zero emissions.</li> </ul>

	In addition, Realtek has continued to install rooftop solar panels. In 2025, the actual electricity generated reached 1,548,000 kWh, earning 1,548 Renewable Energy Certificates (RECs). It is expected that, in 2026, the installation of an additional 105 kW of rooftop solar panels at the Biomedical Office 1 will bring the total installed capacity to 1,654 kW, and an estimated 1,900 RECs can be acquired annually.
9. Greenhouse Gas Inventory and Confirmation Status	Realtek has obtained assurance verification from the British Standards Institution, an independent third-party organization, confirming that the Scope 1 and Scope 2 carbon emissions data for its 2025 financial report—which covers 19 domestic and international sites—meet the level of reasonable assurance. For details on the greenhouse gas inventory and assurance process, please refer to pages 56-57 of the annual report. Information about reduction targets, strategies, and specific action plans can be found on page 58 of the annual report.

## 2. Greenhouse Gas Inventory and Assurance Status in the Past Two Years

<b>Basic Company Information</b> <input type="checkbox"/> Companies with over 10 billion NTD in capital, the iron and steel industry, and the cement industry <input checked="" type="checkbox"/> Companies with between 5 billion and 10 billion NTD in capital <input type="checkbox"/> Companies with less than 5 billion NTD in capital	Minimal disclosure according to the regulations of the Sustainable Development Roadmap of listed companies <input checked="" type="checkbox"/> Parent company individual check <input checked="" type="checkbox"/> Parent company individual certified <input type="checkbox"/> Consolidated financial report subsidiaries check <input type="checkbox"/> Consolidated financial report subsidiaries certified
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Year	Scope 1 Emissions (tCO <sub>2</sub> e)			Scope 2 Emissions (tCO <sub>2</sub> e)			Density (tCO <sub>2</sub> e/M NTD)
	Parent Company	Subsidiary	Total	Parent Company	Subsidiary	Total	
2024	654.9237	707.5369	1,362.4606	25,149.6187	4,896.0483	30,045.6670	0.2276
2025	3,150.2515	689.2831	3,829.5346	26,826.0607	4,684.9971	31,511.0578	0.2880
Year	Certifying Institute	Certification Statement					
2024	BSI	<ul style="list-style-type: none"> <li>The Greenhouse Gas Emissions with Realtek Semiconductor Corporation for the period from 2024-01-01 to 2024-12-31 was verified and validated.</li> <li>The verified organization-level greenhouse gas emissions include direct greenhouse gas emissions 1,362.4606 tonnes of CO<sub>2</sub> equivalent and indirect greenhouse gas emissions from imported energy 30,045.667 tonnes of CO<sub>2</sub> equivalent.</li> <li>Realtek Semiconductor Corporation has defined and explained its own process and pre-determined criteria for significance of indirect Greenhouse Gas Emissions and quantify and report these identified significant emissions accordingly.</li> </ul>					
2025		<ul style="list-style-type: none"> <li>The external verification of the 2025 greenhouse gas inventory has not yet been completed. The current figures reflect the results from the second phase of external verification.</li> <li>Complete and verified information will be disclosed in the ESG report.</li> </ul>					

Note: The British Standards Institution conducted the 2025 annual audit in accordance with the GHG Protocol standard. After verification, the data are deemed to be at a reasonable assurance level and follows the Agreed-Upon Procedures (AUP). For the assurance statement, please refer to page 57 of the annual report.



# Opinion Statement

## Greenhouse Gas Emissions Verification Opinion Statement

This is to verify that: Realtek Semiconductor Corporation  
No. 2, Chuangxin 2nd Rd.  
Baoshan Township  
Hsinchu County  
308008  
Taiwan

瑞昱半導體股份有限公司  
臺灣  
新竹縣  
寶山鄉  
創新二路2號  
308008

Holds Statement No: GHGEV 819752

### Verification opinion statement

As a result of carrying out verification and validation procedures in accordance with ISO 14064-3:2019, it is the statement for mixed engagement including reasonable assurance for verification activity as well as validation and agreed-upon procedures (AUP) contains the following:

- The Greenhouse Gas Emissions with Realtek Semiconductor Corporation for the period from 2024-01-01 to 2024-12-31 was verified and validated.
- The verified organization-level greenhouse gas emissions include direct greenhouse gas emissions 1,362.4606 tonnes of CO<sub>2</sub> equivalent and indirect greenhouse gas emissions from imported energy 30,045.6670 tonnes of CO<sub>2</sub> equivalent.
- Realtek Semiconductor Corporation has defined and explained its own process and pre-determined criteria for significance of indirect Greenhouse Gas Emissions and quantify and report these identified significant emissions accordingly.

For and on behalf of BSI:

  
\_\_\_\_\_  
Managing Director BSI Taiwan, Peter Pu

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### 3. Greenhouse Gas Reduction Goals, Strategies and Specific Action Plans

Goal	Short-Term	1. By 2025, the proportion of renewable energy used by the entire group will reach 25%
	Long-Term	By 2030, the Group aims to achieve a 50% share of renewable energy usage across all operations. In addition, Scope 1 and Scope 2 carbon emissions will be reduced by 42% compared to the 2025 baseline. By 2050, the Group will transition to 100% renewable energy usage throughout all operations and achieve the net zero emissions target.
Strategy	<ol style="list-style-type: none"> <li>1. Actively participate in international net zero emission initiatives.</li> <li>2. Continue to develop low-carbon products.</li> <li>3. Improve equipment energy efficiency.</li> <li>4. Construct office buildings and obtain green building certificates.</li> <li>5. Increase the proportion of renewable energy use.</li> <li>6. Supply chain carbon reduction target management.</li> </ol>	
Specific Actions	<ol style="list-style-type: none"> <li>1. In 2025, the company officially committed to joining the Science Based Targets initiative (SBTi), demonstrating its determination to reduce carbon emissions. The company plans to announce its carbon reduction targets in 2026.</li> <li>2. In 2025, the financial report will encompass 19 domestic and international sites, with greenhouse gas inventory verified externally by BSI.</li> <li>3. In 2023, Hsinchu Office 1 achieved ISO50001 energy management certification. In 2025, this certification will be expanded to cover Hsinchu Office 1, 2, and 3.</li> <li>4. In 2022, Biomedical Office 1 obtained the Taiwan Green Building “Golden Level” candidate certificate.</li> <li>5. In 2023, Hsinchu Office 3 received the Taiwan Green Building “Bronze Level” certification.</li> <li>6. In 2023, Hsinchu Office 3 was awarded the U.S. LEED “Gold Level” certification for green buildings.</li> <li>7. In 2025, the rooftop solar panel installation at the rear building of Hsinchu Office 1 was completed, with a total installed capacity of 1,549KW.</li> <li>8. In 2024, the China Suzhou Office began using green electricity across all operations and continued to purchase renewable energy certificates in 2025.</li> <li>9. In 2024, the company implemented ISO14067 product carbon footprint management, categorizing products into high-power and low-power groups, and achieved external verification for both categories.</li> </ol>	
Carbon Reduction Result	<ol style="list-style-type: none"> <li>1. In 2025, Hsinchu Office 1 purchased and utilized an additional 938,000 kWh of renewable energy, enabling the entire group to achieve its RE10 target.</li> <li>2. In 2025, the combined electricity savings rate of Hsinchu Offices 1, 2, and 3 reached 3.54%. When including the savings from solar power generation, the rate increased to 6.03%, resulting in total energy savings of 2.07 million kWh. This is equivalent to a reduction in carbon emissions of 981.5 metric tons of CO<sub>2</sub>e.</li> <li>3. In 2025, the rooftop solar power systems at Hsinchu Offices 1, 2, and 3 generated a total of 1.548 million kWh of electricity.</li> </ol>	

9. Status of Ethical Corporate Management Implementation and Deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.

Evaluation Item	Implementation Status			Deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
<p>1. Establishment of ethical corporate management policies and programs</p> <p>(1) Does the Company establish its ethical corporate management policies approved by the board of directors, and clearly specify in their rules and external documents the ethical corporate management policies and practices, and the commitment by the board of directors and senior management on rigorous and thorough implementation of such policies?</p>	✓		<p>The company's Board of Directors has approved the establishment of an integrity management policy, code of conduct, operational procedures, and guidelines related to integrity management. These regulations are disclosed in the corporate governance section of our website for directors, managers, and all employees to follow. We continually provide integrity management and ethical conduct training for employees and management, including new employee vitality camps and seminars for supervisors. Training topics include "Overview of Realtek's Integrity Management Policy," "Code of Conduct for All Employees," and "Introduction to Ethical Conduct Guidelines." The content covers company policies on integrity management, employee codes of ethical behavior, and reporting channels for unethical conduct, aiming to enhance employees' awareness of integrity and ensure the company's values are effectively communicated and implemented in daily operations. Employees (including contract staff) can apply for courses at any time via digital learning materials. Realtek also regularly arranges integrity-related briefings and training sessions for directors, managers, and all staff. In 2025, a total of 1,588 attendances took integrity management training, accumulating 357.8 hours of learning.</p>	—
<p>(2) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within its business scope that are at a higher risk of being involved in unethical conduct, and establish prevention programs which at least include preventive measures</p>	✓		<p>The Company's codes of integrity management, operating procedures and guidelines for integrity management, code of ethical conduct, staff code of conduct, and Realtek's internal (and external) whistleblowing procedures for reporting illegal or unethical behavior comprehensively cover mechanisms for assessing the risk of dishonest behavior and schemes to prevent such behavior.</p>	—

Evaluation Item	Implementation Status			Deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
against the conducts listed in article 7, paragraph 2 of Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies?				
(3) Does the Company clearly specify operational procedures, guidelines, and well-defined disciplinary and appeal systems for handling violations in the prevention programs against unethical conducts, implement such programs rigorously, and regularly review and correct the programs?	✓		The Company clearly specifies operational procedures, guidelines, and a well-defined disciplinary and appeal system for handling violations in the prevention programs against dishonest behavior. The compliance situation is checked by the internal audit unit. The Company also reviews the measures when necessary.	—
2. Implement ethical corporate management (1) Does the Company evaluate business partners' ethical records and include ethics-related clauses in business contracts?	✓		The Company regularly conducts quality and credit evaluations for suppliers and customers. For those who have not passed the rating, they will be removed from the cooperation list.	—
(2) Does the Company establish an exclusively dedicated unit under the board of directors, which reports to the board of directors on a regular basis (at least once a year), on the establishment and supervision of the implementation of the ethical corporate management policies and prevention programs?	✓		The Company's Administration Department is responsible for promoting the integrity of the business, the relevant units are responsible for the implementation, and the Internal Audit unit is independently responsible for auditing to ensure the implementation of the Company's integrity management philosophy, the results of which are reported to the Board of Directors at least once a year. (In 2025, a report was presented to the Board on October 29.) The Company is committed to implementing its integrity management policy. In 2025, the following actions were taken: • Implementation of training programs Realtek continuously organizes integrity-related advocacy and courses for current directors, managers, and all employees. In 2025, a total of 1,588 attendances joined integrity management training sessions, with	—

Evaluation Item	Implementation Status			Deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
			<p>a cumulative learning time of 357.8 hours.</p> <ul style="list-style-type: none"> <li>• Whistleblowing system and protection of whistleblowers</li> </ul> <p>To uphold Realtek's Code of Ethical Conduct and integrity management principles, stakeholders are encouraged to report any violations of ethical standards. The Company has established the "Procedures for Handling Reports of Illegal or Unethical Conduct by Internal and External Personnel," which covers standard operating procedures for investigating reported matters, follow-up measures upon completion of investigations, and relevant confidentiality mechanisms, ensuring accessible reporting channels and safeguarding the privacy and security of whistleblowers.</p>	
(3) Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement the policies?	✓		The Company's code of integrity management, operating procedures, and behavior guidelines for integrity management, codes of ethical conduct, and codes of employee conduct have covered policies to prevent conflicts of interest and communication channels for directors, managers, and all employees to follow.	—
(4) Does the Company establish effective systems for both accounting and internal control systems to facilitate ethical corporate management, and does the internal audit unit, based on the results of assessment of the risk of involvement in unethical conduct, devise relevant audit plans and examine accordingly the compliance with the prevention programs, or engage a certified public accountant to carry out the audit?	✓		The Company has established accounting systems, internal control systems, and internal auditing systems in accordance with various regulations. The auditors, based on the result of assessment of the risk of involvement in unethical conduct, devise relevant audit plans to examine the compliance with the prevention programs against unethical conducts, and report to the board of directors on a regular basis.	—
(5) Does the Company regularly hold internal and external educational trainings of ethical corporate management?	✓		The Company has established a Code of Ethical Conduct, Procedures for Ethical Business Operations and Guidelines, Code of Ethical Behavior, Code of Conduct for All Employees, and Procedures for Reporting Unlawful and Unethical Behavior by Internal (and External)	—

Evaluation Item	Implementation Status			Deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
			<p>Personnel of Realtek, among other relevant regulations. These are published on Realtek's corporate website for the understanding of directors, employees, and stakeholders.</p> <p>Additionally, the Company continuously conducts related educational training for colleagues and management-level personnel on integrity management and ethical behavior. The training content includes the Company's policies on integrity management, the code of ethical behavior for employees, and reporting channels for unethical conduct, thereby effectively promoting the Company's integrity management philosophy and implementing it in daily work. In the year 2025, the total hours of integrity management-related educational training amounted to 357.8 hours, with 1,588 attendances taking the relevant courses.</p>	
<p>3. Implementation status of the whistle-blowing system</p> <p>(1) Does the Company establish a concrete whistle-blowing system and incentive measures, create a convenient way for reporting, and appoint appropriate designated personnel for reported cases?</p>	✓		<p>The Company's board of directors has approved the establishment of a whistleblowing system for reporting illegal or unethical behavior by internal or external personnel. The designated reporting channels and units responsible for handling the reports are as follows:</p> <ol style="list-style-type: none"> <li>Reporting units: The Company's management, internal audit supervisor, relevant units, or the reporting channels provided by the Company.</li> <li>Audit reporting mailbox: <a href="mailto:audit@realtek.com">audit@realtek.com</a></li> </ol>	—
<p>(2) Does the Company establish standard operating procedures, follow-up measures to be taken after the investigation is completed, and related confidentiality measures for reported cases?</p>	✓		<p>The Company's code of integrity management, operating procedures, and behavior guidelines for integrity management, and measures to report illegal or unethical behavior by Realtek's internal and external personnel have covered standard operating procedures, follow-up measures to be taken after the investigation is completed, and related confidentiality measures for reported cases.</p> <ol style="list-style-type: none"> <li>Acceptance principles:</li> </ol>	—

Evaluation Item	Implementation Status			Deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
			<p>(1) Information provided by the whistleblower must meet the following criteria to be accepted:</p> <ul style="list-style-type: none"> <li>i. The whistleblower's real name and contact information should be provided. However, anonymous reports may still be accepted if the content is specific, clearly stated, and accompanied by verifiable evidence warranting further investigation</li> <li>ii. The name of the individual being reported, or other identifying information sufficient to establish their identity, should be included.</li> <li>iii. Concrete evidence or facts that can support an investigation must be provided.</li> </ul> <p>(2) Reports that do not meet the acceptance criteria should still be recorded and included in statistical reports.</p> <p>2. Investigation procedure:</p> <ul style="list-style-type: none"> <li>(1) Acceptance and verification The accepting unit shall notify the internal audit department to form an event investigation and review team, which shall immediately ascertain the relevant facts, and if necessary, be assisted by the relevant departments, and shall complete the investigation within 90 days from the date of acceptance; if it exceeds 90 days, it shall be submitted to the general manager for approval to extend the verification time.</li> <li>(2) Disposition and record retention: If it is confirmed that the reported person has indeed committed violation, the event investigation and review team shall immediately require the reported person to</li> </ul>	

Evaluation Item	Implementation Status			Deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
			<p>cease the relevant behavior, and make appropriate disposition, and if necessary, request damages through legal procedures. The acceptance, investigation process, and investigation results of the report shall be retained in written documents and kept for five years.</p> <p>(3) Improvement and prevention management, reporting: The event investigation and review team shall instruct the relevant units to review the relevant internal control systems and operating procedures and propose improvement and prevention management measures. The internal audit department shall report the situation, its handling method, and subsequent review and improvement measures to the board of directors.</p> <p>3. Confidentiality mechanism: The relevant personnel handling the reported case shall strictly keep the identity of the informant and the content of the reported matter confidential.</p>	
(3) Does the Company adopt measures for protecting whistle-blowers from inappropriate disciplinary actions due to their whistle-blowing?	✓		The Company will take the necessary protective measures for the whistle-blowers, and promises that the Company's employees will not be subject to inappropriate disciplinary actions due to their whistle-blowing.	—
4. Strengthening information disclosure Does the Company disclose its ethical corporate management principles and the results of performance on the Company's website and MOPS?	✓		The Company's integrity management code, integrity management operating procedures and behavior guidelines, and other relevant regulations, as well as the implementation and operation of integrity management are disclosed on the Company's website and MOPS, and are operated scrupulously.	—
5. If the Company has established Principles of Ethical Corporate Management based on Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviation between the implementation and the principles.				

Evaluation Item	Implementation Status			Deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for deviation.
	Yes	No	Summary Description	
The Company has established integrity management policy, integrity management code, integrity management operation procedures and behavior guidelines, codes of ethical conduct, codes of employee conduct, and measures to report illegal or unethical behavior by Realtek's internal and external personnel. No deviation is between the operation and the regulations.				
6.			Other important information to facilitate a better understanding of the Company's ethical corporate management implementation: (e.g., review and amend the Company's principles) The Company complies with related laws and regulations including Company Act, Securities and Exchange Act, Business Entity Accounting Act, etc. to implement ethical corporate management	

10. Additional pertinent information that enhances understanding of the Company's governance operations may be disclosed as well. The Company adheres to regulations by promptly disclosing significant information and regularly holds institutional investor briefings to explain financial and business-related information.

## 11. Internal Control Status

### 11.1. Statement of internal control

Realtek Semiconductor Corporation  
Statement of Internal Control System

Date: February 26, 2026

Based on the findings of a self-assessment, Realtek Semiconductor Corporation (Realtek) states the following with regard to its internal control system during the year 2025:

1. Realtek's board of directors and management are responsible for establishing, implementing, and maintaining an adequate internal control system. Our internal control is a process designed to provide reasonable assurance over the effectiveness and efficiency of our operations (including profitability, performance, and safeguarding of assets), reliability, timeliness, transparency of our reporting, and compliance with applicable rulings, laws and regulations.
2. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its stated objectives. Moreover, the effectiveness of an internal control system may be subject to changes due to extenuating circumstances beyond our control. Nevertheless, our internal control system contains self-monitoring mechanisms, and Realtek takes immediate remedial actions in response to any identified deficiencies.
3. Realtek evaluates the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (herein below, the 'Regulations'). The Criteria adopted by the Regulations identify five key components of managerial internal control: (1) control environment, (2) risk assessment, (3) control activities, (4) information and communication, and (5) monitoring activities.
4. Realtek has evaluated the design and operating effectiveness of its internal control system according to the aforesaid Regulations.
5. Based on the findings of such evaluation, Realtek believes that, as of December 31, 2025, it has maintained, in all material respects, an effective internal control system (that includes the supervision and management of our subsidiaries), to provide reasonable assurance over our operational effectiveness and efficiency, reliability, timeliness, transparency of reporting, and compliance with applicable rulings, laws and regulations.
6. This Statement is an integral part of Realtek's annual report for the year 2025 and prospectus, and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Law.
7. This statement was passed by the board of directors in their meeting held on February 26, 2026, with none of the eight attending directors expressing dissenting opinions, and the remainder all affirming the content of this statement.

Realtek Semiconductor Corporation

Chairman: Chiu, Sun-Chien  
President: Yen, Kuang-Yu

11.2. The Company was not required to commission an independent auditor to audit its internal control system.

12. Major resolutions of the shareholders' meeting and the board meetings from last year to the date of the annual report printed:

12.1. Major resolutions of 2025 shareholders' meeting:

Date	Proposals	Resolution Results And Implementation
May 28, 2025	Ratification Items	
	1. 2024 business report and financial statements	Approved
	2. Distribution of 2024 retained earnings	Approved
		Dividend record date: 2025/09/16
		Payment date: 2025/10/09
		Amount: NT\$ 13,078,022,846
	Discussion Items	Approved
	1. Proposal to amend the Company's Articles of Incorporation	Obtained the approval letter for registration of change: 2025/06/10
	2. Proposal for the issuance of 2025 new restricted employee shares	Approved
		Obtained the effective registration approval letter from the FSC: 2025/07/07

12.2. Major Resolutions of Board Meetings

Date	Summary of Major Resolutions	Resolution Results
Feb. 27, 2025	<ol style="list-style-type: none"> <li>1. The Company's 2024 consolidated financial statements and parent company only financial statements.</li> <li>2. The Company's business report for 2024.</li> <li>3. The Company's distribution of 2024 retained earnings.</li> <li>4. 2024 Cash dividends distribution from retained earnings.</li> <li>5. Report on the situation of related party transactions in 2024.</li> <li>6. The Company's auditor of financial statements and audit fee for 2025.</li> <li>7. Distribution of employee compensation and director compensation for 2024.</li> <li>8. The Company's evaluation of the effectiveness of the internal control system for 2024 and statement of internal control system.</li> <li>9. To amend the Company's Articles of Incorporation.</li> <li>10. To amend the Company's Internal Control Systems.</li> <li>11. To approve the Company's Articles of the Employee Stock Ownership Association.</li> <li>12. Proposal for the issuance of 2025 new restricted employee shares.</li> <li>13. Proposal to release the non-compete restriction on a director.</li> <li>14. Matters of convening 2025 regular shareholders' meeting.</li> <li>15. Adoption of the shareholders' proposals for 2025 shareholders' meeting.</li> </ol>	Approved by all attending directors
Apr. 30, 2025	1. The Company's 2025 Q1 consolidated financial statements.	Approved by all attending directors
July. 31, 2025	<ol style="list-style-type: none"> <li>1. The Company's 2025 Q2 consolidated financial statements.</li> <li>2. To amend the Company's Issuance Rules of 2025 New Restricted Employee Shares.</li> <li>3. The list of eligible recipients and number of shares for new restricted employee shares.</li> <li>4. Proposal to amend the Company's Articles of the Employee Stock Ownership Association.</li> </ol>	

Date	Summary of Major Resolutions	Resolution Results
	<ol style="list-style-type: none"> <li>5. Submission of the Company's 2024 sustainable development report.</li> <li>6. To establish the Sustainable Development Committee and adopt its charter.</li> <li>7. To amend the Company's Sustainable Development Best Practice Principles and Sustainability Information Management Procedure.</li> <li>8. To appoint the members of the 1st term Sustainable Development Committee.</li> <li>9. Proposal to terminate the balance of the intercompany loan between the Company's subsidiaries.</li> <li>10. Proposal to amend the Group Tax Policy and Management Guidelines of the Company and its subsidiaries.</li> </ol>	
Oct. 29, 2025	<ol style="list-style-type: none"> <li>1. The Company's 2025 Q3 consolidated financial statements.</li> <li>2. The Company plans to lend funds to its subsidiary.</li> <li>3. The intercompany loans between the Company's subsidiaries.</li> <li>4. Year-end bonus for officers.</li> <li>5. Report of transactions with the related party for 2026.</li> <li>6. To amend the Personal Data Security and Maintenance Measures and rename to Privacy Policy.</li> <li>7. To amend the Company's Risk Management Methods and Procedures.</li> <li>8. To set the Company's risk appetite (risk tolerance) value at 15 (inclusive) or below.</li> <li>9. The Company's annual audit plan for 2026.</li> </ol>	Approved by all attending directors

13. Directors' objections against the important resolution of board meetings from last year to the date of the annual report printed: None

### III. Information Regarding Audit Fees

#### 1. Information regarding audit fee

Unit: NT\$K

Accounting Firm	Name of CPA	Period Covered by CPA's Audit	Audit Fee	Non-audit Fee	Total	Remarks
Pricewaterhouse Coopers Taiwan	Li, Tien-Yi Cheng, Ya-Huei	2025/01/01~2025/12/31	4,680	Tax Compliance Audit 1,050	5,730	None

1.1 Replaced the audit firm and the audit fee paid to the new audit firm was less than the payment of previous year: Not applicable.

1.2 Audit fee reduced not less than 10% compared to previous year: Not applicable.

2. If the Company's Chairman, President, Managers in charge of finance or accounting operations held positions within the auditor's firm or its affiliates during last year, the name, title, and period of holding positions should be disclosed: None

#### 3. Evaluation of the Independence and competency of certified accountant

The Company evaluates the independence of the certified public accountants every year, in addition to requiring "Statement of Independence" from the certified public accountants, and evaluate the independence of the certified public accountants according to "The Norm of Professional Ethics for Certified Public Accountant"(the evaluation standard is as follow). The Company obtains the Audit Quality Indicators (AQIs) provided by the CPA firm to evaluate the audit quality of the CPA firm and the audit team based on five major aspects: professionalism, independence, quality control, monitoring, and creativity. After full communication with the certified accountants, the Audit Committee will evaluate the competency of the certified accountants one by one. After the assessment, the Company was not aware of anything that might affect the independence and competency of the certified accountant.

The evaluation results of the most recent year were discussed and approved by the Audit Committee on February 25, 2026, and submitted to the Board of Directors for approval on February 26, 2026.

Evaluation Item	Evaluation Result	Whether it meets independence
1. The CPA, their spouse, and dependents do not have any investment or financial interest-sharing relationship with the Company	Yes	Yes
2. The CPA, their spouse, and dependents do not have any funds or loans from the Company. This does not apply if the principal is a financial institution with normal dealings.	Yes	Yes
3. The firm is not issuing an assurance report on the effectiveness of the operation on its financial systems that were designed or implemented with assistance by the firm before.	Yes	Yes
4. The CPA or a member of the audit team is not, nor has ever been, a director or supervisor of the client or employed by the Company in a position to exert significant influence over the subject matter of the engagement within the last two years and does not have a close or immediate family member (spouse, lineal, immediate affinity, or the relationship between collateral blood relatives within the second degree of consanguinity) who is a director, supervisor, or officer of the client or an employee of the Company who is in a position to exert significant influence over the subject matter of the engagement.	Yes	Yes
5. The non-audit services provided for the Company do not directly affect the important items of the audit case.	Yes	Yes
6. The CPA or a member of the audit team is not promoting or brokering shares in the Company or other securities issued by the Company and is acting as an advocate on behalf of an audit client in litigation or disputes with third parties.	Yes	Yes

Evaluation Item	Evaluation Result	Whether it meets independence
7. The CPA or a member of the audit team is not accepting gifts or preferential treatment from the Company, the Company's director, supervisor, officer or major stockholder.	Yes	Yes
8. The CPA has not been providing audit services to the Company for seven consecutive years.	Yes	Yes

#### IV. Replacement of Independent Auditors

##### 1. Regarding the former CPA

Replacement Date	January 20, 2026		
Replacement reasons and explanations	The internal regular rotation of PricewaterhouseCoopers Taiwan		
Describe whether the Company terminated or the CPA rejected the appointment	Parties	CPA	The Company
	Status		
	Appointment terminated automatically	Not applicable	Not applicable
	Appointment rejected (continued)	Not applicable	Not applicable
The Opinions other than Unmodified Opinion Issued in the Last Two Years and the Reasons for the Said Opinions (Note)	None		
Is there any disagreement in opinion with the Company	YES		Accounting principles or practices
			Disclosure of Financial Statements
			Audit scope or steps
			Others
	NO	✓	
	Explanation		
Supplementary Disclosure	None		

##### 2. Regarding the Successor CPA

Name of accounting firm	PricewaterhouseCoopers Taiwan
Name of CPA	Li, Tien-Yi; Hsieh, Chih-Cheng
Date of appointment	January 20, 2026
Prior to the Formal Engagement, Any Inquiry or Consultation on the Accounting Treatment or Accounting Principles for Specific Transactions, and the Type of Audit Opinion that the CPA might issue on the Financial Report.	None
Written Opinions from the Successor CPA are different from the Former CPA's opinions.	None

## V. Share transfer or share pledge of Directors, Officers and major shareholders holding more than 10% shares from last year to the print date of the annual report

### 1. Changes in shareholding of Directors, Officers and major shareholders

Changes in the shareholding of the Company's directors, officers and major shareholders have been announced and reported in accordance with regulations. Please check the Market Observation Post System.

Status of Share Transferring:

Index: Market Observation Post System > Summaries> Summaries> Summary Table of Shareholding by Directors, Supervisors, Managers, and Major Shareholders

Website: [https://emops.twse.com.tw/server-java/stapap1\\_all\\_e?step=historical\\_1](https://emops.twse.com.tw/server-java/stapap1_all_e?step=historical_1)

Status of Share Pledging

Index: Market Observation Post System > Summaries> Summary List of pledges made or repaid by insiders > Rank by stock code

Website: [https://emops.twse.com.tw/server-java/STAMAK03\\_q2\\_e](https://emops.twse.com.tw/server-java/STAMAK03_q2_e)

2. Information on stock transfer to related parties: None.

3. Information on pledge of shares to related parties: None.

VI. The relationship between any of the Company's top ten shareholders:

September 16, 2025

Name	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Top Ten Shareholders who are Related Parties, Spouse, or Second-Degree Relatives	
	Shares	%	Shares	%	Shares	%	Name	Relationship
Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF	28,732,000	5.60%	—	—	—	—	—	—
Yuanta Taiwan Dividend Plus ETF	28,405,496	5.54%	—	—	—	—	—	—
Cotek Pharmaceutical Industry Co., Ltd.	22,146,604	4.32%	—	—	—	—	—	—
Representative: Yeh, Chia-Wen	—	—	—	—	—	—	—	—
Nan Shan Life Insurance Company, Ltd.	15,078,000	2.94%	—	—	—	—	—	—
Representative: Yin, Chung-Yao	—	—	—	—	—	—	—	—
Fubon Life Insurance Co., Ltd.	10,353,000	2.02%	—	—	—	—	—	—
Representative: Howard Lin	—	—	—	—	—	—	—	—
Taiwan Business Bank in Custody for UOB Taiwan High Dividend Recovery ETF.	8,233,000	1.61%	—	—	—	—	—	—
New Labor Pension Fund	7,207,921	1.41%	—	—	—	—	—	—
Yuanta/P-shares Taiwan Top 50 ETF	6,616,666	1.29%	—	—	—	—	—	—
Chiang, Ting-Chi	6,569,949	1.28%	6,308,389	1.23%	—	—	Ni, Shu-Ching	Spouse
Ni, Shu-Ching	6,308,389	1.23%	6,569,949	1.28%	—	—	Chiang, Ting-Chi	Spouse

VII. The consolidated shareholdings and percentage of investments held by the Company, Directors, Officers, and the companies controlled directly or indirectly by the Company.

December 31, 2025 / Unit: shares: %

Investments	Investments of the Company		Investments directly or indirectly held by Directors, Officers, and the companies controlled directly or indirectly by the Company		Consolidated Investments	
	Shares	%	Shares	%	Shares	%
Amber Universal Inc.	41,432	100%	—	—	41,432	100%
Realtek Singapore Private Limited	116,059,638	100%	—	—	116,059,638	100%
Wise Elite Global Limited	1,000	100%	—	—	1,000	100%
Realsun Investments Co., Ltd	28,000,000	100%	—	—	28,000,000	100%
Hung-wei Venture Capital Co., Ltd.	25,000,000	100%	—	—	25,000,000	100%
Realking Investments Co., Ltd.	29,392,985	100%	—	—	29,392,985	100%
Realsun Technology Corporation	500,000	100%	—	—	500,000	100%
AICONNX Technology Corporation	2,000,000	100%	—	—	2,000,000	100%
Bobitag Inc.	1,918,910	66.67%	—	—	1,918,910	66.67%

Note: The aforementioned are long-term investments under the equity method.

# Capital Raising

## I. Source of Capital

Year & Month	Issuing Price	Authorized		Paid-in		Remarks		
		Shares (K)	Amount (\$K)	Shares (K)	Amount (\$K)	Source of Equity	Capital increase by assets other than cash	Other
2017/09	10	890,000	8,900,000	506,506	5,065,062	Employees' compensation	—	Note 1
2018/04	10	890,000	8,900,000	508,095	5,080,955	Employees' compensation	—	Note 2
2020/04	10	890,000	8,900,000	510,685	5,106,849	Employees' compensation	—	Note 3
2022/04	10	890,000	8,900,000	512,864	5,128,636	Employees' compensation	—	Note 4
2025/12	10	890,000	8,900,000	515,512	5,155,126	Issuance of new restricted employee shares	—	Note 5

Note 1: The capitalization was approved by the Hsinchu Science Park Administration on Sep. 25, 2017 with an approval letter of No. 1060026285.

Note 2: The capitalization was approved by the Hsinchu Science Park Administration on Apr 11, 2018 with an approval letter of No. 1070010727.

Note 3: The capitalization was approved by the Hsinchu Science Park Administration on Apr 20, 2020 with an approval letter of No. 1090010606.

Note 4: The capitalization was approved by the Hsinchu Science Park Administration on Apr 13, 2022 with an approval letter of No. 1110011158.

Note 5: The capitalization was approved by the Hsinchu Science Park Administration on Dec 26, 2025 with an approval letter of No. 1140041067.

Type of share	Authorized Capital			Remarks
	Outstanding Shares	Un-issued Shares	Total	
Common stock	515,512,641	374,487,359	890,000,000	Note

Note: The authorized capital retains 80,000,000 shares for the issue of employee warrant shares.

Shelf Registration: None.

## II. List of Major Shareholders

September 16, 2025

Shareholder	Shareholding	Shareholdings	Percentage of Shareholding
Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF		28,732,000	5.60%
Yuanta Taiwan Dividend Plus ETF		28,405,496	5.54%
Cotek Pharmaceutical Industry Co., Ltd.		22,146,604	4.32%
Nan Shan Life Insurance Company, Ltd.		15,078,000	2.94%
Fubon Life Insurance Co., Ltd.		10,353,000	2.02%
Taiwan Business Bank in Custody for UOB Taiwan High Dividend Recovery ETF.		8,233,000	1.61%
New Labor Pension Fund		7,207,921	1.41%
Yuanta/P-shares Taiwan Top 50 ETF		6,616,666	1.29%
Chiang, Ting-Chi		6,569,949	1.28%
Ni, Shu-Ching		6,308,389	1.23%

### III. Dividend Policy and Status of Execution

#### 1. Dividend Policy under the Articles of Incorporation

The Company belongs to the integrated circuit design industry and is in the growth phase of the enterprise life cycle. After considering the long-term business development of the Company, matching future investment fund requirements, and the long-term financial planning of the Company, if there are profits at the end of fiscal year, the Company shall first offset the accumulated losses with profits after tax, and then shall contribute 10% of profit as legal reserve, unless the accumulated legal reserve has reached the amount of the Company's total capital, and contribute or reverse special reserve in accordance with relevant laws or regulation by the competent authority. If there are net profits remained, the remaining net profits and the retained earnings from previous years shall be distributed as shareholders' dividend after the distribution proposal is prepared by the board of directors. In case the distribution is in the form of issuing new shares, the distribution proposal shall be approved at a shareholders meeting. In case the distribution is in the form of cash, the distribution proposal is authorized to be approved by the board of directors. After considering financial, business, and operational factors, the Company may distribute the whole of distributable earnings of the current year, and may also distribute whole or part of the reserves in accordance with the law or the regulation by the competent authority. The dividend distributed to shareholders shall not be less than 50% of the increased distributable retained earnings for the current year.

When distributing dividends, the main consideration is the Company's future expansion of operating scale and requirement of cash flow. The cash dividends shall not be less than 10% of the total dividends distributed to shareholders in the current year.

According to Article 240, Paragraph 5, and Article 241, Paragraph 2 of the Company Act, the Company authorizes the distributable dividends, legal reserve, and capital reserve in whole or in part may be paid in cash after a resolution has been adopted by a majority vote at a meeting of the board of directors attended by two-thirds of the total number of directors, and in addition thereto a report of such distribution shall be submitted to the shareholders meeting.

#### 2. 2026 Annual Shareholders' Meeting report on the distribution of dividends for 2025:

The Company's dividend distribution from retained earnings for 2025, approved by the board of directors, was NTD 25 per share in cash.

#### IV. Impact to business performance and EPS resulting from stock dividend distribution: None.

### V. Employees' Compensation and Remuneration to Directors

#### 1. Employees' Compensation and Remuneration to Directors as Stated in the Articles of Incorporation:

If gained profits within a fiscal year, the Company shall allocate at a maximum of 3% of the profits as directors' remuneration, and allocate no less than 1% of the profits as employees' compensation. No less than 0.5% of the annual profits shall be allocated as compensation for basic level employees from employees' compensation. However, in case of the accumulated losses, certain profits shall first be reserved to cover the accumulated losses, and then allocate directors' remuneration, employees'

compensation and basic level employees' compensation according to the proportion in the preceding paragraph.

The distribution of employees' compensation (including basic level employees' compensation) in the preceding paragraph shall be in cash or in stock, and shall be resolved with a consent of a majority of the directors present at a meeting attended by over two-thirds of the total directors. The distribution of director's remuneration and employee' compensation shall be reported to the shareholders meeting.

The employees entitled to receive employees' compensation (including basic level employees' compensation) may include the employees of subsidiaries of the Company meeting certain specific requirements. The requirements are determined by the board of directors or its authorized person.

## 2. Accounting for Employee Compensation and Remuneration to Directors

The Company accrued employees' compensation and remuneration to directors based on a percentage of profit as stated in the Articles of Incorporation Article. If the accrued amounts differ from the actual amounts approved by stockholders' meeting, the Company will recognize the change as an adjustment to income of next year.

## 3. Employee compensation and Remuneration to Directors resolved by the Board of Directors

### 3.1. The 2025 Employees' Compensation and Remuneration to Directors resolved at the Board of Directors held on February 26, 2026:

Unit: New Taiwan Dollars; shares

Employees' Compensation				Remuneration to Directors	Difference	
Cash compensation	Stock compensation	Common Shares	Total	Cash	Difference Amount	Treatment
4,339,190,999	0	0	4,339,190,999	100,000,000	None	Not applicable

Note: The Employees' compensation and directors' remuneration resolved at the Board of Directors are the same as the accrued amounts in 2025.

### 3.2. The ratio of employees' stock compensation divided by the total of income after tax and employees' compensation: The 2025 employees' compensation is in cash so that it is not applicable.

## 4. The actual distribution of employees' compensation and directors' remuneration for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee's compensation and directors' remuneration, additionally the discrepancy, cause, and how it is treated.

Unit: New Taiwan Dollars; shares

Employees' Compensation				Remuneration to Directors	Difference	
Cash compensation	Stock compensation	Common Shares	Total	Cash	Difference Amount	Treatment
4,497,482,930	0	0	4,497,482,930	100,000,000	None	Not applicable

Note: The actual distribution of employees' compensation and directors' remuneration is the same as accrued amounts in 2024.

## VI. Status of Treasury Stocks: None

## VII. Status of Corporate Bonds: None

## VIII. Status of Preferred Stocks: None

## IX. Status of GDR

December 31, 2025

Item		Issuing Date	Jan 24, 2002
Issuing Date		Jan 24, 2002	
Issuance & Listing		Luxembourg Stock Exchange.	
Total Amount ( US\$ )		240,180,375	
Offering Price per Unit ( US\$ )		17.25	
Issued Units		13,923,500 units	
Underlying Securities		New shares issued for capital increase of cash and issued common shares held by shareholders of the Company	
Common Shares Represented		55,694,400 Common Shares	
Rights and Obligations of GDR holders		According to the relevant instructions of the published manual	
Trustee		N/A	
Depository Bank		Bank of New York Mellon	
Custodian Bank		Mega International Commercial Bank	
GDRs Outstanding		679,615 units	
Apportionment of the expenses for the issuance and maintenance		In accordance with the contract of the underwriting syndicate and depository bank	
Terms and Conditions in the Deposit Agreement and Custody Agreement		The company will provide necessary public information in accordance with the contract for the depository bank to notify the depository certificate holder	
Closing price per GDRs(US\$)	2025	Highest	76.16
		Lowest	55.55
		Average	68.68

## X. Status of Employee Stock Warrants: None

## XI. Status of New Restricted Employee Shares:

### 1. Status of New Restricted Employee Shares

February 26, 2026

Type of New Restricted Employee Shares	2025 New Restricted Employee Shares
Date of Effective Registration and Number of	Jul. 7, 2025 2,700,000 shares
Issue Date	Dec. 16, 2025
Number of New Restricted Employee Shares Issued	2,649,000 shares
Number of New Restricted Employee Shares Available to be Issued	51,000 shares
Issued Price	None
Ratio of New Restricted Employee Shares Issued to Total Outstanding Shares (%)	0.51%
Vesting Conditions of New Restricted Employee Shares	<ol style="list-style-type: none"> <li>1. Employees must remain employed on each vesting date after being granted new restricted employee shares, and during the vesting period, must not violate the Company's labor contract, work rules, non-compete agreement, confidentiality agreement, or other contractual agreements with the Company. Additionally, they must meet the individual performance evaluation criteria set by their respective companies and the Company's operational goals. The vesting period is three years, with the vesting percentages on each annual vesting date as follows: a. After one year, 33% of the shares vest. b. After two years, an additional 33% of the shares vest. c. After three years, the remaining 34% of the shares vest.</li> <li>2. Individual performance evaluation criteria: The evaluation rating for the most recent year before the vesting period expires must be A+ or above.</li> <li>3. Company operational goals: The performance indicators for the Company are pre-tax net profit margin, return on equity (ROE), and ESG. The weights and target conditions for each indicator are described in the table below. Each indicator has a set target value. For indicators that meet the target value, the vested share count for that year is calculated based on the corresponding weight. For indicators that do not meet the target value, the corresponding weight for the vested share count for that year is 0%. The performance indicator year refers to the fiscal year of the most recent audited financial statements before the vesting date. The performance indicators are calculated based on the consolidated financial statements audited and certified by accountants for the corresponding period required by the indicators.</li> </ol>

	<table border="1"> <thead> <tr> <th data-bbox="592 143 844 226">Performance Indicators</th> <th data-bbox="844 143 995 226">weighting</th> <th data-bbox="995 143 1347 226">Target</th> </tr> </thead> <tbody> <tr> <td data-bbox="592 226 844 353">Pre-Tax Net Profit Margin</td> <td data-bbox="844 226 995 353">30%</td> <td data-bbox="995 226 1347 353">Exceed the Company's three-year average Pre-Tax Net Profit Margin.</td> </tr> <tr> <td data-bbox="592 353 844 741">Return on Equity</td> <td data-bbox="844 353 995 741">30%</td> <td data-bbox="995 353 1347 741">Exceed the Company's three-year average Return on Equity or the average Return on Equity of the top 10 weighted constituent stocks in the TIP Customized Taiwan IC Design Representatives Total Return Index.</td> </tr> <tr> <td data-bbox="592 741 844 824">ESG</td> <td data-bbox="844 741 995 824">40%</td> <td data-bbox="995 741 1347 824">MSCI annual ESG rating is BBB or above. (Note)</td> </tr> </tbody> </table> <p data-bbox="592 837 1385 954">Note: The MSCI ESG rating period aligns with the performance assessment period for the Pre-Tax Net Profit Margin and Return on Equity.</p>	Performance Indicators	weighting	Target	Pre-Tax Net Profit Margin	30%	Exceed the Company's three-year average Pre-Tax Net Profit Margin.	Return on Equity	30%	Exceed the Company's three-year average Return on Equity or the average Return on Equity of the top 10 weighted constituent stocks in the TIP Customized Taiwan IC Design Representatives Total Return Index.	ESG	40%	MSCI annual ESG rating is BBB or above. (Note)
Performance Indicators	weighting	Target											
Pre-Tax Net Profit Margin	30%	Exceed the Company's three-year average Pre-Tax Net Profit Margin.											
Return on Equity	30%	Exceed the Company's three-year average Return on Equity or the average Return on Equity of the top 10 weighted constituent stocks in the TIP Customized Taiwan IC Design Representatives Total Return Index.											
ESG	40%	MSCI annual ESG rating is BBB or above. (Note)											
Restrictions on Rights of New Restricted Employee Shares	<ol style="list-style-type: none"> <li data-bbox="560 976 1401 1178">1. Except for inheritance, employees are not allowed to sell, pledge, transfer, gift, encumber, or otherwise dispose of the new restricted employee shares granted to them before the vesting conditions are met. For other cases where rights are restricted, the issuance rules shall apply.</li> <li data-bbox="560 1189 1401 1391">2. Before the vesting conditions are met, the granted new restricted employee shares shall have the same rights as the Company's issued common shares with respect to attendance at shareholder meetings, proposals, speaking, voting, and election rights, and these rights shall be exercised in accordance with the trust custody agreement.</li> <li data-bbox="560 1402 1401 1648">3. Before the vesting conditions are met, the granted new restricted employee shares shall have the same other rights as the Company's issued common shares, including but not limited to dividends, stock dividends, distribution from legal reserves, capital reserves, and subscription rights for cash capital increases, and these rights shall be exercised in accordance with the trust custody agreement.</li> <li data-bbox="560 1659 1401 2020">4. During the book closure periods due to the Company's stock dividends, cash dividends, cash capital increase subscriptions, the shareholders' meeting as stipulated in Article 165, Paragraph 3 of the Company Act, or other legally mandated book closure periods from the occurrence of the event to the record date for rights distribution, employees who meet the vesting conditions during this period will have the restrictions on their vested shares lifted. The timing and procedures for lifting these restrictions will be carried out in accordance with the trust custody agreement or relevant regulations.</li> </ol>												

<p>Custody Status of New Restricted Employee Shares</p>	<ol style="list-style-type: none"> <li>1. After the issuance of new restricted employee shares, they must be immediately delivered to a trust for custody. Furthermore, before the vesting conditions are fulfilled, employees may not, for any reason or in any manner, request the trustee to return the new restricted employee shares.</li> <li>2. During the period when the new restricted employee shares are delivered to a trust for custody, the Company or a person designated by the Company shall fully represent the employees in dealings with the stock trust custody institution, including but not limited to the negotiation, signing, amendment, extension, cancellation, and termination of the trust custody agreement, as well as instructions regarding the delivery, utilization, and disposition of the trust custody property.</li> </ol>
<p>Measures for Employees Who Fail to Meet the Vesting Conditions After Allocation or Subscription of New Restricted Employee Shares</p>	<ol style="list-style-type: none"> <li>1. In the event of an employee’s voluntary resignation, dismissal, or layoff: If there are any new restricted employee shares that have not yet met the vesting conditions, the employee shall lose their vested rights from the date of the occurrence, and the Company shall reclaim and cancel these shares without compensation.</li> <li>2. Employees who become disabled due to occupational hazards or die from generally causes: <ol style="list-style-type: none"> <li>(1) For employees who are unable to continue their employment due to physical disability caused by occupational hazards, any unvested new restricted employee shares can be vested upon their resignation. However, for those whose achievement of the Company's performance indicators and individual performance evaluation indicators has been confirmed, the actual shares that can be vested shall be calculated according to the vesting conditions stipulated in these Rules; for those whose achievement of the Company's performance indicators and individual performance evaluation indicators cannot be confirmed, their unvested new restricted employee shares can be fully vested.</li> <li>(2) For employees who die from generally causes, the unvested restricted employee rights new shares are deemed vested on the day of death. Their heirs, upon completing the necessary legal procedures and providing relevant proof documents, can apply to receive the shares or disposed benefits they are entitled to inherit. However, if at the time of the employee's death, for those whose achievement of the Company's performance indicators and individual performance evaluation indicators has been confirmed, the actual shares that can be vested shall be calculated according to the vesting conditions stipulated in these Rules; for those whose achievement of the Company's performance indicators and individual performance evaluation indicators cannot be confirmed, their unvested new restricted employee shares can be fully vested.</li> </ol> </li> <li>3. For employees who are on leave without pay: The rights and obligations of the unvested new restricted employee shares shall remain unaffected, they still need to comply with the provisions set</li> </ol>

	<p>forth in these Rules. However, the actual number of shares that can be vested each year must not only meet the vesting conditions specified in these Rules but also be further calculated based on the proportion of the employee's actual months of service in each performance indicator year. If an employee is on leave without pay on the vesting date, it will be deemed as not meeting the vesting conditions, and the Company will reclaim the unvested new restricted employee shares without compensation and cancel them.</p> <p>4. For employees who retire: The rights and obligations of their unvested new restricted employee shares remain unaffected and must still comply with the provisions set forth in these Rules. However, the actual number of shares that can be vested each year must not only meet the vesting conditions specified in these Rules but also be further calculated based on the proportion of the employee's actual months of service in each performance indicator year.</p> <p>5. If an employee after being granted the new restricted employee shares, fails to achieve both the Company's operational goals and the individual performance evaluation indicators for incentive recipients, the Company shall reclaim without compensation and cancel the new restricted employee shares that have not met the vesting conditions.</p> <p>6. If an employee after being granted new restricted employee shares, violates the Company's labor contract, work rules, non-compete agreement, confidentiality agreement, or any contractual agreements with the Company, the Company has the right to reclaim and cancel the previously granted but unvested shares.</p> <p>7. In special circumstances where an employee has made outstanding contributions to the Company, upon termination of the employment relationship, the new restricted employee shares that have not yet vested, whether deemed to have met the vesting conditions, not met the vesting conditions, or the proportion that may vest, shall be determined and approved individually by the Chairman based on the actual situation. However, for employees who hold the position of director or officers of the Company, prior approval from the Remuneration Committee is required, while for employees who do not hold the position of director or officers, prior approval from the Audit Committee is required.</p> <p>8. If the Company conducts organizational restructuring in accordance with the Business Mergers and Acquisitions Act, its unvested new restricted employee shares, whether deemed to have met the vesting conditions, not met the vesting conditions, or the proportion that may vest, shall be approved by the Board of Directors.</p> <p>9. All shares that do not meet the vesting conditions shall be fully reclaimed by the Company without compensation and canceled.</p>
<p>Number of New Restricted Employee Shares that have been Redeemed or Repurchased</p>	<p>0 share</p>

Number of New Restricted Employee Shares with Restrictions Released	0 share
Number of Unvested New Restricted Employee Shares	2,649,000 shares
Ratio of Unvested New Restricted Employee Shares to Total Outstanding Shares (%)	0.51%
Impact on Shareholders' Equity	The dilutive effect on the Company's earnings per share is limited; therefore, there is no material impact on shareholders' equity.

## 2. Names and Acquisition Details of Officers and Top 10 Employees Who Received New Restricted Employee Shares

As of February 26, 2026; Unit: shares and NT\$ thousands

	Title	Name	No. of New Restricted Shares	New Restricted Shares as a Percentage of Shares Issued (%) (Note)	Released				Unreleased			
					No. of Shares	Issued Price (NT\$)	Amount	Released Restricted Shares as a Percentage of Shares Issued (%)	No. of Shares	Issued Price (NT\$)	Amount	Unreleased Restricted Shares as a Percentage of Shares Issued (%) (Note)
Officers and employee	Chairman	Chiu, Sun-Chien	1,659,000	0.32%	—	—	—	—	1,659,000	—	—	0.32%
	Vice Chairman and CEO	Huang, Yung-Fang										
	President	Yen, Kuang-Yu										
	CFO	Chern, Kuo-Jong										
	Vice President	Tsai, Jon-Jinn										
	Vice President	Lin, Ying-Hsi										
	Vice President	Chang, Jr-Neng										
	Vice President	Lee, Shang-Ta										
	Vice President	Shen, Jia-Ching										
	Vice President	Wang, Po-Chih										
	Vice President	Su, Chu-Ting										
	Vice President	Huang Yee-Wei										
	CISO	Weng, Chi-Shun										
	Employee	Tang, Sen-Huang										
Chen, Hsin-Wei												
Chou, Yu-Pin												
Cheng, Shu-Chien												

		Yeh, Ta-Hsun										
		Kuo, Hsieh-Hsing										
		Lin, Hou-Wei										
		Hsue, Hong-June										
		Wang, Yi-Huan										
		Hsiao, Wang-Mien										
		Chang, Yi-Shu										
		Tung, Nien-Tsu										

Note: The calculation is based on the registered change in total shares issued approved by Hsinchu Science Park Bureau, on Dec 26, 2025.

XII. Status of Mergers or Acquisitions, or as assignee of new shares issued by other companies:  
None

XIII. Status of Implementation of Fund Utilization Plan: Not Applicable

# Operations Overview

## I. Business Overview

### 1. Business Scope

#### (1) Realtek's Main Business Areas

- i. Research, development, production, manufacturing, and sales of various types of integrated circuits.
- ii. Provide software and hardware application design, testing, maintenance, and technical consulting services for various integrated circuit products.
- iii. Research, development, and the sale of various types of silicon intellectual property
- iv. Adjunct trade and sales that relate to Realtek's core businesses

#### (2) Percentage of Operating Revenue

Unit: NT\$ thousands

2025	Integrated Circuit Products	Others	Total
Net Operating Revenue	122,410,065	296,307	122,706,372
Percentage of Operating Revenue	99.76%	0.24%	100%

#### (3) Current Products

##### **Communications Network and Connected Media Products:**

- Ethernet Controller Series
- Ethernet PHY Transceiver Series
- USB Storage Bridge Controller Series
- UHD HDR Multimedia STB SoC Series
- Automotive Ethernet PHY Transceiver Series
- Automotive Ethernet Highly Integrated Switch Controller Series
- Integrated Wireless LAN (WLAN) and Bluetooth Controller Series
- WLAN Dual Band AP/Router SoC Series
- IoT Multifunction SoC Series
- Smart Home Gateway SoC
- IoT AI Wireless Network Camera SoC Series
- Bluetooth Low Energy SoC Solution
- Bluetooth Audio SoC Solution
- Bluetooth Hearing Aid SoC Solution
- Matter over Thread SoC Solution
- Multi-Port Ethernet PHY Chipset Series
- Multi-Port Ethernet Switch Chipset Series
- Multi-Port Ethernet Managed Switch Chipset Series
- Highly Integrated PON IC Series
- Multi-Port PSE Controller Series
- VDSL 35B Network Router Controller Series

##### **Computer Peripheral and Smart Interconnect Products:**

- HD-A Audio Codec IC Series
- High Voltage Audio Amplifier IC Series
- SoundWire Audio Codec IC Series

- SoundWire Audio Amplifier IC Series
- USB 2.0 Audio Codec IC Series
- Automotive Audio DSP IC Series
- Hi-Fi Audio DSP SoC Series for Game Controller Series
- Hi-Fi Audio Codec IC Series for Game Consoles
- Hi-Fi Audio Codec IC Series for Mobile Devices
- Hi-Fi Audio DSP IC Series for Mobile Devices
- Boosted Audio Amplifier IC Series with Speaker Protection for Mobile Devices
- High-Definition Image Signal Processor Series with USB 2.0/USB3.0/ eUSB2 V1 (embedded USB 2.0 Version 1) Interfaces
- Machine Vision Controller with Edge-AI Computing and I2C interface
- USB 2.0 MoC (Match on Chip) Fingerprint ID Encryption Controller Series
- Highly Integrated 5MP Edge Computing IP Camera SoC Series
- USB 2.0/USB 3.2/PCIe Interface Card Reader Controller Series
- USB 3.2 Gen1/Gen2 Hub Controller Series
- USB4 Hub Controller Series
- USB Type-C and PD Controller Series
- USB 3.2 Gen2 and DP 2.1 Redriver IC Series
- eUSB2 Repeater IC series
- High Integration and Low Power PQC (Post Quantum Cryptography) Embedded System Controller Series
- Upgraded I3C Hub Controller Series

#### **Multimedia Products:**

- Integrated LCD Display Controller Series
- High-Resolution Integrated Gaming LCD Display Controller Series
- DisplayPort Translator IC Series
- DisplayPort MST Hub Controller Series
- DP 2.1/ HDMI 2.1 Video Hub Controller Series with OSD
- HDMI Retimer IC Series
- USB4 Retimer IC series
- High-End Smart Connected LCD TV SoC Series
- Intelligent Display SoC Series
- 8K LCD TV Video Decoder and Processing IC Series
- Super Resolution Image Enhancement SoC Series

#### (4) Products Under Development

##### **Communications Network and Connected Media Products:**

- Upgraded Ethernet Controller Series
- Upgraded Ethernet PHY Transceiver Series
- Upgraded Storage Bridge Controller Series
- Managed USB NIC
- 100G TIA & VCSEL Driver
- 800G and 1.6T PAM4 DSP
- Multi-Interface Bridge Controller
- Upgraded UHD HDR Multimedia STB SoC Series
- Smart Cockpit SoC Series

- Automotive High-Speed Ethernet Cyber-Security PHY Transceiver Series
- Highly Integrated Automotive Ethernet Cyber-Security Switch Controller Series
- Automotive High-Speed MIPI Asymmetric PHY Bridge Transceiver Series
- Upgraded Multi-Port Ethernet PHY Series
- Upgraded Multi-Port Ethernet Switch Series
- Upgraded Multi-Port Ethernet Managed Switch Series
- Upgraded Multi-Port Ethernet PSE IC Series
- Upgraded Fiber Uplink High Bandwidth Managed Ethernet Switch Controller Series
- Upgraded Highly Integrated PON SoC Series
- Upgraded PON Laser Driver Series
- Integrated Ultra High Reliability Wireless LAN (WLAN), Bluetooth, and 802.15.4 Low Power Wireless Mesh Network Controllers Series
- Upgraded Smart Multi-function IoT SoC Series
- Upgraded Highly Integrated IoT AI Wi-Fi Camera SoC Series
- Upgraded Highly Integrated Dual Band WLAN AP/Router SoC Series
- Bluetooth 7 Audio SoC Series
- Bluetooth 7 LE IoT SoC Series
- Matter over Thread Multi-Protocol SoC Series

### **Computer Peripheral and Smart Interconnect Products:**

- Upgraded SoundWire Audio Codec IC Series
- Upgraded Audio Amplifier IC Series
- Audio DSP Supporting Neural Network Computing Series
- High Voltage Audio Amplifier IC Series
- Automotive Audio Codec IC Series
- Automotive Audio Amplifier IC Series
- Hi-Fi Audio Codec IC Series
- Haptic Driver IC Series for Mobile & Wearable Devices
- Laptop High-Definition Image Signal Processor Series with new eUSB2 (embedded USB2.0) Interface
- eUSB2 (embedded USB2.0) interface Fingerprint MoC (Matching on Chip) controller with PQC encryption engine
- 4K resolution Camera SoC with 2 TOPs NPU engine
- PCIe interface SD8.0 card reader with UHS-1/UHS-2/DDR300 support
- Upgraded Highly Integrated USB 3.2 Gen 1/Gen 2 7-Port Hub Controller Series
- USB 3.2, DP2.1 and USB4 V2 Redriver IC Series
- Type-C PD EPR (Enhanced Power Range) Controller Series
- eUSB2 Repeater Controller Series
- Higher Specification Highly Integrated Low Power PQC (Post Quantum Cryptography) Embedded System Controller Series
- Upgraded I3C Hub/Bridge Controller Series

### **Multimedia Products:**

- Upgraded Integrated LCD Controller Series
- Upgraded DisplayPort Translator Series
- Upgraded DisplayPort MST HUB Controller Series
- Upgraded HDMI Retimer IC series
- Upgraded USB4 Retimer IC series

- LCD TV SoC Series Supporting Higher Specification Video Decode
- Upgraded SoC Series Supporting Streaming Video CODEC and Display
- Upgraded TV SoC Series Supporting AI Video and Audio
- Smart TV SoC Featuring Edge AI capabilities
- Upgraded TV SoC Supporting Mini-LED Backlight Control

## 2. Industry Overview

### (1) Industry Status & Trends and Product Development & Competition

In 2025, the semiconductor industry experienced robust growth driven by strong demand for AI accelerators and high-performance computing (HPC), which led to a shortage in memory supply and rising prices. Although Realtek does not primarily focus on high-performance computing or high-bandwidth memory, the company is actively expanding its presence in edge computing (Edge AI). In 2025, an increasing number of Realtek solutions incorporated embedded AI accelerators across various applications, enhancing audio, video, and connectivity capabilities and performance. Additionally, we have broadly applied AI technologies in our daily operations, supporting product development and optimizing business and operational processes. We expect this trend to continue into 2026, giving us strong confidence in our future operational growth.

#### **Communications Network and Connected Media Products:**

In 2025, Realtek focused on strengthening its market leadership and expanding its next-generation product portfolio. To address the increasing demand for high bandwidth driven by AI, 5G, and IoT applications, the company prioritized the development of optical communication technologies. This initiative ensures Realtek can deliver competitive solutions for future high-speed data transmission environments, demonstrating the company's strong commitment to technological innovation and the advancement of high-speed infrastructure

Realtek has established a strong presence in the Ethernet sector over many years, with its products widely used in laptops, motherboards, network-attached storage (NAS) devices, gaming consoles, docking stations, USB-to-Ethernet adapters, switches, home routers, and the smart home market. Looking at the main application markets in 2025—such as motherboards, PC peripherals, and network communication equipment—the maturity of 2.5GbE chip technology has enabled a significant boost in network speeds at a relatively low cost. More than half of commercially available motherboards now come standard with 2.5GbE, while higher-end models are upgraded to 5GbE and 10GbE. Other products, including branded PC external network docks and network infrastructure, have also been upgraded to 2.5GbE. In 2025, the new generation of 10GbE products successfully entered on-premises AI server platforms, thereby expanding into new application markets. In response to future enterprise investment in network infrastructure, Realtek has already initiated 25GbE product planning, aiming to further expand its influence across diverse markets while maintaining a strong market share foundation.

Moreover, with the rapid advancement of artificial intelligence, big data, and cloud services, data centers are experiencing increasing demand for high bandwidth and low latency. Optical networks supporting 100G, 800G, and even 1.6T have become critical infrastructure. In response to this trend, Realtek has developed a comprehensive Optical PHY chip roadmap, leveraging its strengths in high-speed SerDes and low-power design to actively target backbone networks for large-scale data

centers and telecommunications, as well as high-performance computing (HPC) and AI server markets to capture significant business opportunities.

To address the diverse market demand for storage devices, in 2025 we introduced a PCIe adapter controller featuring 2, 6, and 9 SATA ports. Building on our extensive experience in mass-producing Ethernet controllers and USB storage bridge chips, we plan to commence mass production of a multifunctional bridge chip in 2026. This single-chip solution will simultaneously support Ethernet, USB devices, and SATA storage connections, thereby expanding interface options while simplifying circuit design complexity. We anticipate this innovation will unlock additional market opportunities for various applications.

AI is rapidly being integrated into the set-top box market. From Google's plan to incorporate Gemini into Google TV, to OTT vendors, brands, and operators leveraging built-in AI edge computing capabilities within set-top boxes, the goal is to drive innovation, enhance consumer experience, and unlock new growth opportunities. To address the rapidly maturing market and the trend toward high performance at lower costs, Realtek continues to develop next-generation ultra-high-definition multimedia controller chip solutions for set-top boxes, integrating advanced security features required by operators. In addition to supporting next-generation High Dynamic Range (HDR) and 3D immersive audio technologies, Realtek is advancing new audio and video codec technologies that simultaneously improve resolution and reduce network bandwidth requirements. These solutions also efficiently support Edge AI and other advanced features, enabling seamless interaction with smart home products. Beyond aggregating IoT device information, these set-top boxes facilitate video and far-field voice communication. With the recent adoption and proliferation of the Matter standard, set-top boxes now integrate Thread and are upgraded to support the latest Wi-Fi 7 specification, expanding bandwidth and positioning set-top boxes as the hub of the smart home ecosystem. Realtek's comprehensive, cost-effective, and energy-efficient hardware and software reference designs empower customers to develop high-performance set-top box products and capitalize on emerging business opportunities. By offering integrated multimedia and networking solutions, Realtek delivers competitive advantages that are difficult for competitors to replicate in the evolving market

Driven by rising demand for high-speed connectivity, Realtek's 2.5GbE switch business experienced explosive growth in 2025, with overall performance doubling year-over-year. This outstanding achievement is primarily attributed to precise product positioning and effective market strategies, capturing the bandwidth upgrade wave led by emerging applications such as Wi-Fi 7, 5G FWA, and 10G-PON (Passive Optical Networks). In particular, the widespread adoption of Wi-Fi 7 has pushed wireless speeds into the multi-Gbps range, making traditional 1GbE wired networks a bottleneck. This has generated strong demand for upgrading routers, APs, and gateways to 2.5GbE, resulting in a surge in switch shipments.

Other diverse applications—including 5G Fixed Wireless Access, Hybrid Fiber Coaxial Cable Modems, and 10G-PON home gateways—now deliver external connection speeds surpassing 1Gbps. This trend has prompted operators and brand vendors to actively adopt 2.5GbE solutions, offering users seamless high-speed wired connectivity and opening substantial market opportunities. Realtek laid a solid foundation for its product line as early as 2023, launching 5-port and 8-port 2.5GbE switch chips. With reliable performance, a comprehensive portfolio spanning high-end (5/8-port 2.5GbE), mid-range (2-port 2.5GbE + 2-port GbE), and entry-level (2-port 2.5GbE) solutions, Realtek successfully secured several key strategic customers and achieved smooth mass production.

In 2025, leveraging superior product performance and competitive pricing, we penetrated the supply chains of major global telecom operators and renowned networking brands, not only strengthening partnerships but also delivering impressive business growth. We will continue to drive innovation and execute precise market strategies to launch solutions with cost and power consumption approaching those of GbE switches, accelerating generational transition, expanding market share, and reinforcing our leadership in the 2.5GbE switch segment, while consistently achieving new revenue highs.

Meanwhile, Realtek's mid- and high-end managed switch products continue to gain traction among key customers, extending coverage across industries and application scenarios. In addition to stable demand in the mainstream GbE market segment (24\*1GBASE-T + 4\*10GBASE-T, 48\*1GBASE-T + 6\*10GBASE-T), the Multi-GbE (Multi-Gigabit Ethernet) market is entering a growth phase. Benefiting from Wi-Fi upgrades, hybrid work trends, and the rise of streaming, adoption rates for 2.5GbE/5GbE/10GbE connectivity are increasing significantly. Strategic key customers in the campus network market are expected to begin mass production in 2026, covering urban infrastructure and enterprise campuses. This will help sustain managed switch business growth and optimize the product mix.

In response to customer needs and to enhance competitiveness, Realtek introduced a new generation of high-end campus network aggregation-level switch chip solutions (24/48\*10GBASE-T) in 2025, paired with in-house 10GbE PHY to deliver a total solution. These offerings integrate high-efficiency data transfer, low-latency QoS, and enhanced security mechanisms, while improving energy efficiency to reduce total cost of ownership (TCO). This solution has already been adopted by leading telecom equipment manufacturers and several brand customers and is being deployed in multiple countries and large-scale projects, expected to drive another wave of growth in 2026.

Single-port 10GbE PHY products, fueled by the proliferation of Wi-Fi 7 and bandwidth upgrade trends, have gained widespread adoption among brand customers thanks to Realtek's strong market reputation. Shipments saw significant increases in 2025 and are expected to maintain steady growth in 2026.

PoE (Power Sourcing Equipment, PSE) chip shipments continue to rise alongside the mass production of new-generation switches. Moreover, uncertainties in U.S. tariffs in 2025 led customers to accelerate their purchasing, further boosting PSE shipments and expanding market share.

Over the past five years, household demand for network bandwidth has increased significantly, prompting global operators to accelerate the deployment and upgrade of fiber optic networks. Currently, Realtek offers a comprehensive portfolio of products in the 10G-PON segment (including XG-PON and XGS-PON), 2.5G PON, 1G EPON, and optical device solutions such as laser drivers. Product offerings include various configurations for home gateway units (HGUs)—such as models with four 1GBASE-T ports, one GBASE-T plus three 10GBASE-T ports, or a single 1GBASE-T Ethernet port—as well as single family unit (SFU) solutions. These products are designed to meet the requirements of new projects worldwide. In addition, Realtek leads the industry by providing 25G PON single family unit solutions, compliant with the 25GS-PON Multi-Source Agreement (25 Gigabit Symmetric Passive Optical Network Multi-Source Agreement), making them suitable for ultra-high bandwidth applications in enterprises, residences, and mobile base station backhaul. Currently, Realtek is collaborating with multiple operators. In 2025, the deployment of fiber access networks with 25Gbps speeds was already underway.

China remains the largest market globally for optical fiber demand. Realtek has secured a significant

market share in China through years of dedicated efforts. Despite a slowdown in China's broader economy, technological advancement continues unabated. Chinese telecom operators are introducing FTTR (Fiber To The Room) applications, further accelerating economies of scale and driving down prices for optical fiber products. Realtek's FTTR shipments in China are substantial. Additionally, Realtek's xPON/10GPON products—leveraging mature technologies and Realtek Wi-Fi-5/6/7 solutions—are steadily increasing market share across overseas markets including Europe, the United States, Japan, South Korea, and developing countries. With ongoing momentum in specification upgrades, the number of XG-PON home gateway unit tenders continues to rise. It is expected that shipments in 2027 will surpass those of 2.5G PON products.

Leading automotive manufacturers in Europe, the United States, China, Japan, and South Korea have adopted Automotive Ethernet as the backbone for in-vehicle networks. This technology is now widely used to connect safety sensors, 360-degree camera systems, infotainment head units, instrument panels, and advanced driver-assistance systems (ADAS). Beginning in 2024, the architecture of automotive Ethernet is transitioning from a domain-based to a zonal-based structure, significantly increasing the demand for Ethernet chips per vehicle.

Leveraging superior quality and a comprehensive product lineup, Realtek continues to expand its market share among major global automakers. We are committed to driving technological innovation, and our next-generation automotive Ethernet switch chip is about to enter mass production. This new product is an industry leader, supporting Automotive Safety Integrity Level D (ASIL-D) and targeting applications in high-end autonomous driving and gateway systems.

As competition among automakers intensifies, advancements in autonomous vehicle specifications and AI computing power are expected to drive a new wave of millimeter-wave radar upgrades. The dual-mode MACsec PHY is projected to achieve higher market penetration. Additionally, in 2024, Realtek launched a 2.5GBASE-T1 automotive IC, meeting the ultra-high-speed Ethernet requirements of vehicles over the next 5–8 years and positioning itself as a highly competitive product.

Furthermore, the 10BASE-T1S technology standard, developed in collaboration with automakers, is now integrated into our new generation of multi-port switch SoCs. Alongside ongoing development of high-end products, we are also introducing entry-level, low-port-count switch chips. For automotive camera data bridging applications, we have developed a series of high-speed Automotive SerDes Alliance (ASA) asymmetric physical layer bridge transceivers. By offering a complete portfolio of products, Realtek continues to meet diverse customer needs and solidify its leadership in the automotive networking market

Smart Cockpit is driving a transformation in the automotive industry towards a driver-centric experience. By integrating multimodal human-machine interaction—including voice, touch, and gesture controls—with in-vehicle entertainment, navigation, and safety assistance features, and leveraging cloud connectivity, AI computing, and OTA updates, it delivers highly personalized comfort and safety. In recent years, advanced features are rapidly becoming available in mid-range and entry-level models, while multi-screen integration, voice interaction, and intelligent automation are emerging as standard in higher-end vehicles. As technology and supply chain maturity increases, these experiences are being swiftly adopted across mass-market vehicles. To address this trend, Realtek employs modular architecture and supports an open ecosystem, enabling customers to achieve rapid deployment and cost-effective development across diverse brands and vehicle models, thereby offering the most competitive comprehensive solutions in the smart cockpit market.

In the Wi-Fi product segment, Realtek offers a comprehensive and competitive portfolio tailored for the PC, networking, consumer electronics, and automotive markets. In 2025, as legacy Wi-Fi 5 products gradually phase out, Wi-Fi 6 has become the mainstream solution for entry-level and mid-range PC models. Meanwhile, Wi-Fi 7 products are now entering mass production for high-end platforms, and the penetration rate in 2026 is expected to double compared to 2025. Additionally, with Microsoft discontinuing support for single-antenna transceivers (1T1R), dual-antenna transceivers (2T2R) have emerged as the market standard, further elevating product specifications and pricing.

In the wireless router segment, Realtek's Wi-Fi 6 and Wi-Fi 7 products continue to drive new market demand by offering exceptional value and performance, fueling growth opportunities for the product line. Particularly in the post-pandemic era, shifts in lifestyle and the increase in remote work (WFH) have led consumers to expect higher standards for home networking equipment, which has in turn boosted demand for wireless signal extenders and intelligent mesh networking solutions (Extender / MESH AP). Realtek's dual-band Wi-Fi 7 router solutions are already in mass production and shipping, and the company is currently developing its next-generation dual-band Wi-Fi 8 router solutions. These advancements aim to provide customers with a more comprehensive and robust portfolio of router product solutions.

In the consumer market, new Wi-Fi standards are being introduced to deliver more stable and faster network connectivity. Beyond the widespread adoption of Wi-Fi 6 and the integration of Wi-Fi 7 into gaming platforms, Bluetooth technology is now commonly used in game controllers to connect with consoles. With the increasing number of peripheral devices such as headphones and controllers, dual Bluetooth configurations are becoming an essential specification for gaming consoles and accessories, ensuring reliable connectivity and optimal transmission performance.

In the television and set-top box sector, the intensifying U.S.-China trade conflict has prompted customers in the high-end 4K TV segment to seek competitively priced, high-value Wi-Fi solutions to support cost-effective terminal products that stimulate consumer demand. For entry-level 2K TVs, Wi-Fi specifications are influenced by application requirements and cost advantages, which favor Realtek's integrated Wi-Fi 4 solutions. By optimizing product portfolios, clients can enhance terminal product pricing, aligning with Realtek's ongoing strategy to guide customers toward higher value specifications and establish technical barriers in a competitive market.

Realtek has been actively cultivating the IoT market for many years, offering solutions ranging from intelligent controls to enhanced voice and real-time video applications. Moving forward, the company will integrate advanced human and spatial sensing technologies (Wi-Fi Radar, Wi-Fi Sensing, channel sounding) combined with cloud-based generative AI to deliver more user-friendly applications. The company has already completed MCP server related technologies, enabling clients to seamlessly integrate into the AI ecosystem. Additionally, Realtek has developed a local large language model for smart home applications, offering clients reference solutions to provide consumers with more convenient end-user experiences. Realtek's comprehensive IoT product portfolio features high integration, ultra-low power consumption, and robust security. The company is also investing heavily in R&D to develop a new generation of competitive Wi-Fi 6 and next-generation Bluetooth technologies that are compatible with IoT CSA (Connectivity Standards Alliance) and Matter standards. In addition to earning the trust of leading global brands in the smart home market, Realtek has achieved success in green energy applications with its solutions adopted and mass-produced by several solar system manufacturers. Moreover, the company is actively

expanding into industrial and medical sectors, aiming to empower various industries with AIoT and deliver enhanced user experiences. Realtek continues to collaborate with IoT organizations and industry leaders and synchronizes product launches with key clients. In 2026, the company expects to introduce more products and build a more complete smart home ecosystem.

In the automotive Wi-Fi sector, Realtek's Wi-Fi 7 and Wi-Fi 6E solutions fully follow vehicle certification standards and are designed to meet the high throughput demands of in-car multimedia and entertainment systems. These automotive chips feature three key advantages: dual Bluetooth capability, dual-channel architecture, and automotive-grade quality. As a result, they deliver superior reliability, integration, and cost performance compared to similar products. The performance is precisely aligned with the requirements of major European and American car manufacturers for next-generation wireless standards from 2025 to 2030. The dual Bluetooth design helps automakers reduce component costs, minimize system space, accelerate validation processes, and potentially maintain platform stability for 7 to 9 years, positioning Realtek as an ideal entry point into the European and American automotive markets.

Bluetooth technology has become widely integrated into various devices, including smartphones, televisions, set-top boxes, and smart speakers. It enables seamless wireless connectivity for individuals and families, enhancing the user experience with Bluetooth headphones, fitness trackers, voice remote controls, and Bluetooth Mesh peripheral devices. This connectivity not only provides convenient entertainment but also facilitates more intuitive human-machine interaction and immediate, straightforward operational feedback. As Bluetooth solutions increasingly support multi-mode functionality, such as 802.15.4, to interface with Matter and Thread smart home systems, the adoption is further accelerated by the active promotion from industry giants like Apple, Google, and Amazon. These advancements are driving the standardization of smart home products, paving the way for a global, interoperable smart home ecosystem.

The introduction of the next-generation Bluetooth specification, LE Audio, is driving innovation in audio applications and accelerating the development of diverse Bluetooth audio products. LE Audio offers low-latency performance, meeting the needs of high-quality audio receivers such as multi-channel soundbars and gaming headsets. Auracast broadcast audio technology enables single or multiple audio streams to be simultaneously transmitted to an unlimited number of receiving devices—including headphones, speakers, and hearing aids—making it ideal for public spaces or localized audio sharing scenarios. Additionally, Bluetooth audio chips power low-latency gaming audio headsets, delivering seamless and immersive experiences for gamers. Realtek continues to play a pivotal role in advancing Bluetooth audio solutions, collaborating with supply chain partners and brand customers to deliver superior voice and audio experiences, meet the evolving demands for Bluetooth headset functionality, and drive overall market growth for mutual success.

Looking ahead, Realtek will continue to launch next-generation Bluetooth single-chip solutions capable of supporting wireless bidirectional communication and proximity object positioning, thereby expanding into more innovative application areas. Furthermore, leveraging the Bluetooth audio platform, Realtek's integrated low-power Wi-Fi single-chip smart glasses solution and all-in-one smart voice recorder solution will further extend Bluetooth applications from personal entertainment and smart home to cloud-based intelligent applications. This will deliver greater convenience and novel user experiences, while continuously increasing Realtek's penetration in the Bluetooth market.

Realtek's low-power Bluetooth (BLE) product portfolio not only supports the latest Bluetooth specification (BT 7 High Data Throughput), but is also actively developing high-computing, ultra-low-power multifunctional solutions that balance cost and compatibility to comprehensively meet market demands. Its Bluetooth voice remote controllers have been adopted by leading domestic and international brands. Building on its strong track record in wearables and other high-performance applications, Realtek continues to expand its Bluetooth + MCU + display driver single-chip solutions into emerging fields. Additionally, Realtek's BLE low-power products offer solutions supporting Apple/Google Find My, as well as high polling-rate three-mode HID single chips tailored for gaming keyboards, mice, and other esports peripherals. In the electronic shelf label (ESL) sector, Realtek provides low-power solutions to address the rising need for green and environmentally friendly technologies.

Overall, Realtek's Bluetooth products have evolved beyond personal entertainment and smart home applications to encompass industrial and in-vehicle entertainment sectors, delivering cross-industry, multi-level, and highly flexible value to clients.

### **Computer Peripherals and Smart Interconnected Products:**

In 2025, the global PC market experienced significant impacts from U.S. tariff policies and geopolitical factors, prompting brand customers to accelerate the diversification of their manufacturing bases and implement staged inventory strategies. At the same time, the upgrade from Windows 10 to Windows 11 and the introduction of AI PCs became key drivers of market demand. According to reports from research organizations such as IDC, overall PC shipments increased by approximately 8% in 2025. Additionally, there is a growing industry consensus among PC brands that generative AI assistants will gradually become standard features for future PCs, significantly enhancing user experience and product value.

At this pivotal juncture, Realtek continues to strengthen its core technological competitiveness. By deeply understanding the needs of customers and end users, the company focuses on developing innovative products that address real-world pain points. Realtek is actively leveraging the rapid growth of AI applications to seize new opportunities.

In the audio product segment, Realtek is enhancing its capabilities in both hardware and software integration. On the hardware side, its audio codec chips have seen ongoing improvements in performance and power efficiency, enabling reliable operation for voice playback, recording, and ultrasonic signals for machine interpretation, all under low-power conditions. On the software side, Realtek's audio team has successfully developed AI multi-model algorithms, integrating expertise in image recognition and wireless networking to build more comprehensive and accurate decision models. Combined with automatic speech recognition (ASR) and text-to-speech (TTS) technologies, these advancements further elevate the overall experience of PC-based human-machine interaction and smart assistant applications.

Looking ahead to 2026, Realtek will continue to deepen its collaboration with customers, providing comprehensive support ranging from microphone and speaker design recommendations to VoIP, voice wake-up, and speech recognition testing and tuning tools. The company will further enhance the depth of generative AI applications on PC platforms to strengthen its leadership in specification setting and market share. Anticipating future trends in PC audio interface standards, Realtek is

actively involved in early-stage standard development and maintains a robust and sustainable product portfolio. Its integrated Total Solution, covering algorithms, hardware, software, and on-site technical support, helps industry partners transition smoothly to next-generation standards and consistently creates long-term value.

In the consumer electronics audio chip market, Realtek's unique low-power chip designs and power-saving solutions—combining hardware and software—effectively extend battery life. With high-performance audio codecs, built-in adaptive boost circuits, and integrated solutions such as D-class power amplifiers with speaker protection and equalizer functions, Realtek enables customers to reduce external components and minimize the mainboard footprint. In the smartphone and gaming console markets, Realtek's low-power audio codec chips (Audio Codec), smart amplifiers (Smart Amplifier), and programmable voice/audio DSPs (Programmable Audio DSP) have been adopted by major brands and received high praise. In recent years, the company has also partnered strategically to expand into virtual reality (VR) and automotive voice markets, achieving notable results.

In the field of imaging products, the widespread adoption of remote video collaboration during the pandemic has made it a routine practice. PC users are now accustomed to using webcams for meetings, and a high-quality video experience has become a decisive factor when selecting a PC. To meet this strong demand, since 2024, major PC brands have comprehensively upgraded the camera specifications of their business and premium consumer laptops. FHD (1080p) is gradually becoming the mainstream standard in the market, while flagship solutions supporting 8MP (4K) resolution have started mass production in the high-end segment, delivering more refined and realistic visuals. Responding to rising user expectations, Realtek introduced an industry-leading vHDR (Video High Dynamic Range) solution in 2023, leveraging advanced technology to effectively resolve facial shadow issues caused by strong backlighting, ensuring bright, clear and natural image quality even in outdoor or window-lit environments. This technology was quickly recognized by international PC brands and has rapidly become a mainstream specification for new projects, serving as a key highlight for enhancing video experience in premium laptops from 2024 to 2025.

Since 2024, following the official definition and mass adoption of AI PC, AI has rapidly become the core growth driver of the PC industry. Realtek, as a market leader, was first to launch a highly integrated single-chip platform combining ISP and Edge AI capabilities, securing prestigious awards at Computex and CES. This affirms Realtek's technological strength and commercialization capability in imaging and edge AI, making it the preferred partner for leading global PC brands. Building on this foundation, Realtek's new generation Edge AI camera single-chip solution has been fully initiated, incorporating the latest imaging technologies to significantly boost computing power while reducing energy consumption. This is designed to deliver more differentiated and competitive human-machine interaction experiences for AI PC. The product has already attracted cooperation intentions from major brand clients, with mass production scheduled to commence in 2026. This will drive a new wave of revenue growth for Realtek and further strengthen its technological influence and market share in the mid-to-high-end PC market, consolidating its leadership in global PC imaging and edge AI solutions.

In the fingerprint recognition product segment, as Microsoft desktop AI PC solutions gain traction, Realtek's MoC (Matching on Chip) fingerprint products support advanced AI anti-spoofing and fake

finger detection technologies, offering excellent performance and high cost-effectiveness in the PC fingerprint market. These solutions are now in mass production with leading PC OEM brands and are continuously being adopted by major manufacturers of PC peripherals (mice/keyboards). As AI PC penetration continues to rise, Realtek remains committed to deepening its presence in the PC fingerprint market and expects its fingerprint solutions to achieve significant market share in peripheral devices. In recent years, biometric authentication and electronic payments have become irreversible trends. Realtek's fingerprint solution received FIDO2 biometric authentication certification in September 2025, opening new opportunities for fingerprint recognition in the financial and electronic payment sectors. Realtek will continue to expand its presence in financial payment markets and broaden the application of FIDO2 technologies.

Realtek continues to strengthen its presence in the overseas surveillance camera SoC market, demonstrating exceptional technical capabilities and market insight. We have developed advanced network camera chips for gaming consoles, delivering high-definition, crisp images and featuring sophisticated human and facial tracking functions that significantly enhance the gaming experience. In addition to our success in specific markets, Realtek is proactively expanding into other high-potential regions. By closely monitoring regulatory changes and market demands across different areas, and maintaining strong collaborations with key local customers, we are able to respond swiftly to market shifts and seize early opportunities in emerging markets.

Notably, capitalizing on geopolitical developments, we successfully obtained product certifications for emerging markets in 2025 and commenced mass production. This achievement not only reaffirms our technological strength but also establishes a solid foundation for long-term growth in these markets. We are confident that these efforts will further reinforce Realtek's competitive edge in the global surveillance camera SoC market.

In the card reader chip segment, Realtek has responded to the needs of both notebook and desktop computers by launching PCI Express and USB 3.2 multi-function integrated card reader solutions. These products combine memory card readers and smart card readers, and we are leading the industry by supporting the latest SD 7.1 and SD 8.0 standards, as well as Intel's latest power-saving specifications. With a patented architecture, our SD 7.1 and SD 8.0 card reader chips offer a significantly smaller footprint without compromising functionality. In addition to supporting UHS-1 memory cards, our new products now include UHS-2 and DDR225/DDR300 standards, effectively enhancing product cost-efficiency and competitiveness. We not only maintain a leading market share but also strive to create new application value for our customers.

As USB 3.2-enabled products become increasingly popular and demand continues to grow, Realtek's 4-port USB 3.2 hub solutions have been adopted by numerous system manufacturers, with shipment volumes rising steadily. We are at the forefront of the industry with the development of USB 3.2 Gen 2 hub products, which deliver high-speed data transfer, low power consumption, and integrate USB Type-C and PD 3.2 features, offering customers enhanced specifications and flexible, compact designs. To further expand our market reach, we have launched a 7-port USB 3.2 hub SoC in 2025 that integrates Type-C and PD 3.2 functionality. This product not only expands to 7 downstream ports but also features 2 upstream ports and bridge capabilities, enabling two connected hosts to exchange files and mouse coordinate data via the built-in bridge circuit. Additionally, Realtek has invested significant resources in developing USB4 hub controller chips, which are fully compatible with the USB4 standard and integrate key IPs such as Type-C, PD 3.1, DP 2.1 Tx/Rx, USB 3.2 Gen 2x2 Hub, USB 2.0 Hub, xHCI, PCIe switch, and security engine. This makes our

USB4 hub products the most highly integrated and competitive in the market. Furthermore, we have introduced integrated USB4 hub controller chips, including Type-C/PD3.2 IP, which are USB-IF/VESA certified. Building on the success of our USB4 40G hub, we are actively developing USB4 v2 80G hub controllers to stay ahead in the USB4 v2 hub market, further widening our technological edge over competitors and solidifying future product competitiveness and market share.

With the increasing adoption and performance of USB 3.2 and DP 2.1 standards, demand for redrivers has been on the rise. In response, Realtek has launched redriver products supporting both USB 3.2 Gen 2x2 and DP 2.1. In addition to process selection advantages, Realtek's integrated redriver chips—incorporating Type-C and Power Delivery IP—help customers reduce costs and quickly capture market share in PC, monitor, and other computer peripheral segments. Furthermore, Realtek is developing new USB4 v2 redriver chips to meet the needs of high-speed, high-bandwidth applications. As advanced manufacturing processes impose stricter IO voltage requirements, eUSB2 is poised to replace the USB2 interface in the future. Realtek has already introduced high-performance, low-power eUSB2 repeater chips that comply with the latest eUSB2 specifications, enabling customers to meet the demands of eUSB2 applications.

Driven by ongoing trends in the PC market for low power consumption, enhanced security, and advanced AI capabilities, Realtek is focused on developing highly integrated, low-power embedded controllers (ECs). This product line features high-performance 32-bit MCUs with expanded memory capacity, providing customers with abundant system resources for the flexible development of innovative features—especially for AI PC and smart applications, where competitiveness is critical. These chips utilize advanced manufacturing processes and come equipped with hardware encryption engines. They also incorporate post-quantum cryptography (PQC) technologies that comply with NIST standards, integrating algorithms such as Kyber and Dilithium to deliver a comprehensive security architecture and ensure long-term protection in the quantum computing era. Realtek's next-generation EC chips with strong PQC support have completed development and will enter mass production in the second half of 2025. To address the widespread demand for USB Type-C standards, Realtek's EC chips are deeply integrated with its USB Type-C controller chips, offering superior power management and data transfer capabilities.

To enhance management efficiency in next-generation server systems, server platform peripheral management circuits are transitioning from I2C/SMBus to I3C interfaces. In line with market needs, Realtek has introduced an I3C Hub chip. This chip not only meets system design requirements for I3C scalability but also features proprietary intelligent polling functionality to simplify design complexity during the interface transition, increasing flexibility for system designers. Realtek's I3C Hub chip entered mass production in 2025 and is being actively promoted in the market.

### **Multimedia Products:**

The latest opportunities for LCD monitors are primarily driven by demands for high resolution, elevated refresh rates, superior image color performance, and advanced external display interfaces. Ultra-high-resolution professional displays—such as WFHD, QHD, WQHD, and UHD—deliver exceptional image quality, support high dynamic range (HDR), and wide color gamut (WCG). Additionally, gaming monitors that offer higher refresh rates enhance fast-response experiences, while mainstream models benefit from increased refresh rates and added value. The integration of USB interfaces for updating monitor scaler firmware facilitates convenient future upgrades and maintenance. These features are now key competitive focuses in the industry. For notebook and

desktop applications, Realtek provides DisplayPort-to-VGA and DisplayPort-to-HDMI interface conversion chips, which have been widely adopted by leading brands. To address rising demand for high-speed video interfaces, Realtek has developed HDMI 2.1 Retimer and USB4 Retimer products, fueling the next phase of growth.

The new generation of intelligent display SoCs integrates multi-core CPUs and high-performance GPUs, supporting 4K/5K high-resolution displays and 120Hz high refresh rates. These systems deliver real-time image optimization, voice control, and streaming content playback. The built-in AI image enhancement engine automatically adjusts brightness, contrast, and color according to scene, delivering visual quality comparable to premium TVs. Furthermore, the platform supports multiple operating systems, including Android and Linux, providing flexibility for brand customers in various markets.

For smart application scenarios, the SoC incorporates built-in Wi-Fi and Bluetooth modules, enabling seamless connectivity with keyboards, mice, smartphones, and cloud services. This creates a new “hostless workspace” experience, allowing users to easily handle remote work, streaming entertainment, or mobile device mirroring via a single intelligent display. As the intelligent display market grows rapidly, we not only deliver powerful computing capabilities and energy-efficient performance but also emphasize AI and multimedia integration to accelerate customers’ development of next-generation smart display products.

(2) The upstream, midstream, and downstream relationships in the industry.

The IC manufacturing industry can be divided into upstream IC design and design services companies, midstream IC chip manufacturers, and downstream IC packaging and testing suppliers. IC design firms typically engage in design and sale of their own products or commissioned designs for other firms. Within the supply chain, they are knowledge intensive. Before the final product is completed, however, photo mask tooling, wafer fabrication, and product packaging and testing are needed. Generally, design firms contract external manufacturers to support these production and manufacturing processes.

3. R&D Development

(1) R&D Expenditure for the Past Two Years

Unit: NT\$ thousands

Year	Revenue	R&D Expenses	Ratio (%)
2024	113,393,698	33,543,624	29.58
2025	122,706,372	35,124,986	28.63

(2) Products Successfully Developed in the Past Years

**Communications Network and Connected Media Products:**

- Ethernet Controller Series
- Ethernet PHY Transceiver Series
- USB Storage Bridge Controller Series
- PCIE to SATA Bridge Controller Series

- PCIe to Multi-IO (LAN/USB/SATA) Bridge Controller Series
- UHD STB SoC Series
- Automotive Ethernet PHY Series
- Automotive Ethernet Highly Integrated Switch Controller Series
- Integrated OFDMA Wireless LAN (WLAN) and Bluetooth Network Controller Series
- Integrated Multi-Link Wireless LAN (WLAN) and dual Bluetooth Automotive-grade Network Controllers Series
- WLAN 802.11ax Dual-Band Access Point/Router SoC Series
- WLAN 802.11be Access Point/Router SoC Series
- IoT Multifunction SoC Series
- IoT AI Wireless Network Camera SoC Series
- Bluetooth 5 Low Energy SoC
- Bluetooth 5 Audio SoC Solution
- Bluetooth Hearing Aid SoC Solution
- Matter over Thread SoC Solution
- Multi-Port Ethernet PHY Series
- Multi-Port Ethernet Switch Controller Series
- Multi-Port Ethernet Managed Switch Controller Series
- Highly Integrated PON SOC Series
- Multi-Port PSE Controller Series

#### **Computer Peripheral and Smart Interconnect Products:**

- HD-A Audio Codec Chip Series
- USB 2.0 Low-Power Audio Codec Chip Series
- SoundWire Audio Codec Chip Series
- SoundWire Audio Amplifier with Speaker Protection Chip Series
- Automotive AI Algorithm Enabled Voice DSP Chip Series
- Hi-Fi Audio Codec with Power Amplifier Single Chip Series for Mobile Device
- Hi-Fi Audio Codec with DSP Single Chip Series for Mobile Device
- High Definition, High Efficiency Class-D Amplifier with Equalizer and Speaker Protection Series for Mobile Device
- Hi-Fi Audio DSP Single Chip Series for Game Console Controller
- Hi-Fi Audio Codec Chip Series for Game Consoles
- I2S Class-D Amplifier Series
- High Voltage Class-D Amplifier Series
- High-Definition Image Signal Processor Chip Series with Edge AI and eUSB2 V1 Interface Series
- Machine Vision Controller with Edge AI and I2C interface
- USB 2.0 Fingerprint ID MOC Controller Series
- Highly Integrated 5MP Edge AI IP Camera SoC Series
- USB 3.2 Card Reader Controller Series Supporting Intel NB Power Saving Specification
- PCIe Card Reader Controller Series Supporting SD 7.1 and SD 8.0 for Notebook Computers
- USB4 Hub Controller Series
- 4-Port USB 3.2 Gen 2 Hub Controller Series
- 7-Port USB 3.2 Gen 2 Hub Controller Series
- Highly Integrated PD 3.2 EPR (Enhanced Power Range) Controller Series
- USB 3.2 and DP 2.1 Redriver IC Series
- eUSB2 Repeater Controller Series

- High Integration and Low Power PQC (Post Quantum Cryptography) Embedded System Controller Series
- I3C Hub Controller Series

#### **Multimedia Products:**

- Integrated High Resolution Gaming LCD Controller Series
- Integrated LCD Controller Series
- DisplayPort Video Translator Series
- DisplayPort MST Hub Controller Series
- HDMI Retimer IC Series
- USB4 Retimer IC series
- High-End Smart Connected LCD TV SoC Series
- Intelligent Display SoC Series
- 8K LCD TV Video Decoder and Processing IC Series
- Super Resolution Image Enhancement SoC Series
- Upgraded TV SoC with AI Video and Audio Processing
- SoC with Mini-LED Backlight Control and Picture Quality Enhancement
- High-End Smart Monitor SoC Supporting 5K2K 21:9 Resolution

#### 4. Long-Term and Short-Term Business Development Plan

##### (1) Short-term Business Development Plan:

- Continue to use the Company's innovation framework to lower chip capital costs, in order to ensure competitive prices and raise profit margins.
- In addition to maintaining current market share, expand overall market share through new product launches and providing various sales combinations and distribution strategies.
- In accordance with the needs of major customers, assist in integrating product logistics support systems and provide the best marketing services to win customer trust and meet customer needs.
- Participate in international exhibitions and product evaluation conferences to increase the exposure of new products and show off product quality.

##### (2) Long-term Business Development Plan

- Participate in formulating and promoting international standards to acquire related product and technical information in advance, thus accelerating Time-to-Market. Participating in the evaluation and selection of the test platforms for the standard organizations to make Realtek an industry benchmark in interoperability testing.
- For high market share products, in addition to stabilizing market share and ensuring good quality, establish a global service and technology network. For products with lower market share, actively develop new customers and expand new markets and marketing channels to meet the goal of increasing overall market share.
- Hold product launch events and technical seminars regularly in response to regional market needs, or establish relationships directly with brand owners and discuss their future product needs to strengthen customer relationships.

## II. Marketplace and Production Overview

### 1. Market Analysis

#### (1) Major Product Sales Regions

Unit: NT\$ thousands

Sales Region	2024		2025	
	Revenue	Percentage	Revenue	Percentage
Taiwan	44,435,413	39.19%	50,630,738	41.26%
Asia	67,922,330	59.90%	70,421,205	57.39%
Other	1,035,955	0.91%	1,654,429	1.35%
Total	113,393,698	100.00%	122,706,372	100.00%

#### (2) Market Share

Realtek is one of the world's leading IC suppliers, designing and developing a variety of IC products in wired and wireless communication networks, computer peripheral IC products, consumer multimedia, and automotive applications. According to Omdia, Realtek ranked 7th worldwide in terms of revenue among global IC design companies in 2025.

#### (3) Future Market Supply and Demand and Growth Trend

Driven by AI and rapid advancements in cloud computing, global demand for high-performance computing (HPC) and efficient data transmission continues to rise, fueling the rapid expansion of hyperscale data centers. High-bandwidth, low-latency optical communication technologies have become essential, with the market seeing increasing requirements for optical transceivers ranging from 100G to 800G and beyond. Industry research predicts that demand for 800G optical communications will peak in 2029, followed by the emergence of 1.6T solutions as the new market standard. Realtek began mass production of 100G optical module chips in 2025 and is simultaneously developing 800G and 1.6T product lines, targeting cloud service providers (CSP) and the AI high-performance computing sector, demonstrating its commitment to capturing the next wave of growth opportunities.

OTT retail brands and IP operators are expected to see continued growth in set-top box market demand. As mainstream television specifications such as 4K and 2K become more prevalent and average TV sizes increase, there is a rapid rise in diverse multimedia content and high-speed Wi-Fi 6/6E/7 connectivity requirements. Integration with smart home systems and advanced voice control is driving stronger demand for high-speed wireless connections and edge computing capabilities in the set-top box market. Realtek addresses these needs by developing highly integrated, multifunctional, and cost-effective multimedia controller chips—combined with networking communication chips—to deliver comprehensive Total Solutions that help clients capitalize on emerging opportunities and secure a competitive edge in the market.

As demand for IVI multimedia entertainment and BLE Audio continues to rise, Realtek's differentiated dual Bluetooth concurrent design and multi-link wireless network controllers are capable of handling multi-user audio-visual entertainment while minimizing interference. These advantages are expected to make Realtek increasingly favored in the automotive sector going

forward.

Voice control has emerged as a human-centric interface, and with the increasing adoption of virtual generative assistants, there is a growing market demand for technologies such as voice recognition, wake word detection, noise reduction, and deep learning. Realtek has dedicated years to developing voice technologies, launching audio codec chips equipped with voice wake-up features. By integrating low-power amplifiers with advanced voice software, Realtek provides comprehensive voice interaction solutions for new device categories such as AI PCs, positioning itself to drive the next wave of growth in this sector.

The LCD monitor market is being propelled by the introduction of new specifications and interface technologies, including 4K2K, USB4, HDMI 2.1, DP 2.1, HDR, WCG, and high frame rate gaming models. These advancements are enabling panel and TCON manufacturers to enhance product value, which has successfully attracted brand customers. Upgrading scaler support for higher refresh rates has become a prominent trend. Additionally, reducing overall system costs, lowering power consumption, and developing AI-assisted monitors and related applications are key focus areas. The ongoing shift toward digital interfaces in the laptop and desktop markets is also boosting demand for products such as DisplayPort to HDMI 2.0/2.1 interface controllers, high-end protocol converters, and retimers.

The United States initiated a tariff-driven trade war, prompting major television manufacturers to relocate their manufacturing bases on a large scale to avoid increased costs from tariffs—particularly moving assembly sites out of China. Demand has fluctuated across different regions, with the Chinese market impacted by capital outflows, a sluggish real estate sector, and deflationary pressures. Domestic TV sales in China have not met expectations, leading manufacturers to shift focus toward overseas markets as their primary growth strategy. In the first half of 2025, TV shipments were affected by the exhaustion of consumer incentive programs from the Chinese government last year, resulting in weaker market demand. Consequently, TV sales during the National Day holiday remained below expectations. However, the overseas market benefited from the 2026 World Cup which stimulated demand, driving a recovery in global TV shipments and creating opportunities for a slight annual increase.

The intelligent display market is entering a period of rapid expansion. According to research, the global intelligent display market reached approximately \$8.9–10 billion in 2024 and is projected to grow to about \$33.4 billion by 2033, representing a compound annual growth rate (CAGR) of 16.8%. This growth is primarily driven by demand for home and remote office setups, gaming entertainment, and smart home integration. Large screens, 4K/high refresh rates, AI-powered image optimization, and connectivity features are becoming standard. As IoT and ecosystem platforms evolve and brands pursue differentiation and upgrades, intelligent displays are transforming from traditional monitors into smart home hubs. This transformation creates significant opportunities for SoC designers and panel manufacturers. In the coming years, upgrades to end-user functionality and value-added services will be key market drivers.

Additionally, Google is actively advancing the integration and interoperability of smart home devices. The adoption of Matter protocol and Thread network solutions is expanding. Realtek is investing in next-generation wireless communication chips, incorporating proprietary Wi-Fi sensing technologies to further enhance automated control experiences for smart home products. Looking

ahead, Realtek will continue to leverage innovative technologies and comprehensive solutions to meet diverse market needs, capitalize on emerging application trends, and seize growth opportunities within the industry.

#### (4) Competitive Strengths

- i. **Advanced core technology:** Realtek has excellent radio frequency (RF), analog and mixed-signal circuit design capabilities, IC manufacturing knowledge, system technology, and the mix and match of intellectual property rights to enhance product performance and production yield, thus reducing costs and enhancing product value.
- ii. **Strong customer base:** Realtek's customer base includes leading manufacturers of PCs, motherboard, network system, consumer electronics, and multimedia products. By providing customers with high-value, high-performance, and excellent economic benefits solutions, Realtek endeavors to establish long-term cooperative relationships with customers.
- iii. **Excellent cost-benefit and customer-oriented products:** Realtek specializes in developing cost-effective products, and combines chip and system design to provide customers with high-value system integration solutions, and assist customers in quickly launching new products to market.
- iv. **Innovative products leading new applications and markets:** Realtek continues to explore new business opportunities in emerging applications and markets. By collaborating closely with partners, Realtek promptly delivers innovative products that address end-user pain points and meet their potential needs. Through innovation, Realtek enhances the application and market value of its products.
- v. **Experienced Technical and Management Team:** Realtek's technical and management team boasts extensive experience in the semiconductor industry. The Company attracts top talent by fostering an excellent work environment and a strong corporate culture.

#### (5) Future Advantageous and Disadvantageous Factors:

- i. **Advantageous Factors:**
  - a. Leading its domestic industry, Realtek has launched a range of communications network, connected media, computer peripherals, smart interconnect, and multimedia IC products with competitive specification and price. Realtek continues to establish advanced core technologies that improve product yield, reduce production costs, and enhance product value.
  - b. Realtek maintains good partnerships with wafer foundries and assembly houses, which ensures a stable supply of raw materials and cost control.
  - c. Realtek actively collaborates with customers to provide the best marketing services, thus establishing a solid customer base.
  - d. Experienced R&D and management teams with decision-making authority combined with a corporate culture of mutual support attract talented technical staff.
- ii. **Disadvantages:**

Due to fierce market competition and short product life-cycle, failing to timely introduce new products could cause the Company to lose market share, thereby affecting profits.
- iii. **Countermeasures:**
  - a. Proactively invest in new product development and timely introduce new products to seize market opportunities.
  - b. Proactively improve existing products by increasing yield and performance to reduce

costs or enhance product value.

- c. Achieve win-win through comprehensive product services or joint development of new products with customers.

## 2. Main Applications for Major Products and Production Process

### (1) Main Applications

- i. Communication network products: routers, switches, home gateways, fiber optic network devices, wireless network applications, etc.
- ii. Computer Computing Products: servers, desktop computers, notebook computers, card readers, interface expansion docks, network storage devices, etc.
- iii. Consumer electronics products: smart wearables, smart-home appliances, game consoles, security surveillance cameras, smart phones, tablet computers, etc.
- iv. Multimedia products: LCD monitors, intelligent displays, smart HDTVs, set-top boxes, multimedia video translators, etc.
- v. Automotive products: In-vehicle electronics and network systems, etc.

### (2) Production Process

Realtek's main products are designed and commissioned to wafer foundries for production. After the completed wafers are tested, they are sent to an assembly house for packaging. Packaged products then go through final testing.

## 3. Supply Status of Key Raw Materials

Realtek's primary raw material is the silicon wafer, with key suppliers including Taiwan Semiconductor Manufacturing Company, United Microelectronics Corporation, and other professional wafer foundries and semiconductor outsourcing packaging and testing factories, all of which maintain high standards in quality, process, and packaging and testing capabilities. The semiconductor industry is closely linked to the global economy, and in response to global changes, Realtek actively deepens its cooperative relationships with suppliers. By closely collaborating with global wafer foundries, packaging, and testing factories, Realtek provides flexible, cross-regional production support, reducing risks from economic, accidental, epidemic, or geopolitical events.

4. Suppliers' Name of purchase equal to or over 10% of the total purchase in any of the last two years

4.1 Major suppliers in the last two years

Unit: NT\$ thousands

Item	2024				2025			
	Name	Amount	% of Total Purchase	Relation to the Company	Name	Amount	% of Total Purchase	Relation to the Company
1	A	13,581,169	25		A	15,928,462	25	
2	B	12,354,401	22		B	15,866,758	25	
3	C	11,229,567	20		C	11,275,541	17	
	Other	17,869,664	33		Other	21,561,664	33	
	Total Purchase	55,034,801	100		Total Purchase	64,632,425	100	

There have been few changes in the Company's major suppliers in the last two years.

4.2 Major customers in the last two years

Unit: NT\$ thousands

Item	2024				2025			
	Name	Amount	% of Total Purchase	Relation to the Company	Name	Amount	% of Total Purchase	Relation to the Company
1	D	23,612,972	21		D	25,063,768	20	
2	B	20,320,545	18		B	21,635,765	18	
3	A	14,996,561	13	(Note)	A	17,494,586	14	(Note)
	Other	54,463,620	48		Other	58,512,253	48	
	Total Operating revenue	113,393,698	100		Total Operating revenue	122,706,372	100	

There have been few changes in the Company's major customers in the last two years.

Note: Other related party.

### III. Employees

Employee breakdown over the past two calendar years and up until the date of the Report's publication

Year		2024	2025
Number	Research and Development	6,673	6,883
	Administration and Sales	604	797
	Production and Testing	176	178
	Total	7,453	7,858
Average Age		36.61	36.93
Average Years of Service		7.57	7.90
Education	Ph.D./Master's	73.88%	74.62%
	University/College Degree	24.35%	23.85%
	High School/Vocational High School Degree	1.77%	1.53%

Note: Data are based on the Company's consolidated statements, including employees of the Company and its subsidiaries.

### IV. Environmental Expenses

1. The Company did not incur any losses, penalties, or liabilities due to environmental pollution during the previous calendar year or up until the date of the Report's publication.
2. The Company passed ISO 14001 Environmental Management Systems certification on September 22, 2006. The ISO 14001 certificate is valid (2023/10/12-2026/10/12).

### V. Labor Relations

1. Summary of the Company's employee benefits, continuing education, training, pension plan and implementation results, as well as labor agreements and measures to uphold employee rights.
  - (1) Wages and Benefits
    - i. We offer highly competitive salaries and comprehensive benefits packages.
    - ii. Performance reviews are conducted twice annually. Promotion, salary adjustments, year-end bonuses, and profit-sharing incentives are determined based on individual performance and overall contributions in R&D.
    - iii. We implement an employee stock trust program, encouraging team members to participate in the company's growth and share its success.
    - iv. We provide guidance for R&D patent applications, along with patent issued bonuses.
    - v. Access to renowned domestic and international journals, papers, and books is available, as well as guidance and incentive bonuses for publishing articles.
    - vi. Employees are encouraged to participate in R&D projects aligned with their professional expertise and personal interests.
    - vii. We have established an incentive program for sharing intellectual value among employees.
    - viii. Dual-track career development is available, allowing employees to choose advancement into R&D management based on their abilities and interests.
    - ix. The Employee Welfare Committee offers birthday and festival gift certificates, year-end raffle prizes, self-service welfare funds, and discounts from partner vendors and employee purchases.

- x. Annual health checkups exceeding regulatory requirements are provided free of charge, along with onsite physician consultation services to promote employees' self-management of health.
- xi. Holiday bonuses are distributed, and financial assistance is available for weddings, funerals, and childbirth.
- xii. The Employee Welfare Committee organizes diverse professional lectures, club activities, sports competitions, and family-oriented events to enrich employees' work and personal lives.
- xiii. EAP Employee Assistance Program offers psychological counseling, legal consultation, and stress-relief massage services.
- xiv. Meal allowances, an employee cafeteria, a coffee shop, and a convenience store are available, providing a variety of dining options.
- xv. In addition to labor and health insurance, the company provides fully paid group insurance and business travel insurance, enhancing security for employees at work and in life.
- xvi. Annual company family days and year-end celebration banquets are held.
- xvii. The company offers a wellness center and cultural reading space, with facilities for sports, reading, leisure games, family activities, and health management.
- xviii. A comfortable and professional lactation room and an in-house daycare are provided, fostering a family-friendly environment.
- xix. Convenient and ample parking spaces for cars and motorcycles, as well as EV charging stations, are available.

## (2) Realtek Educational Training, and Development

Talent is a key requirement for building intellectual power, blazing competitive new trails, and fostering sustainable operations. The Company's greatest assets in these pursuits are the professionals of various fields who compose its workforce. In order to sustain competitiveness and develop new talent, the Company founded the Realtek Corporate University, which offers classes covering topics such as professional R&D, leadership development, organizational operations, and spontaneous learning. This initiative is part of the comprehensive education and training plans the Company offers to help all employees raise their capabilities to new heights.

### i. New Employee Training Camps

Orientation for new employees focuses on teamwork, innovation, and vitality to help new team members quickly adapt to the Company's corporate lifestyle and culture.

### ii. Professional R&D Training

289 education and training courses in 2025 for new R&D staff to quickly raise their professional capabilities. It invites R&D experts from Taiwan and overseas to share their knowledge and techniques. Employees can also join fully subsidized external training courses.

### iii. Management and Leadership Training

Besides providing management training to employees based on their rank and role, the Company fully subsidizes training classes for employees at external institutions.

### iv. Self-Study and Development

The Company offers open, diverse study environments and contents. It maintains awareness of employees' learning and development while taking into account their professional needs and lifestyle aspirations. Diversity, timeliness, and convenience are distinguishing features of our planning.

### v. Tailored Professional Development Plans

A combination of traditional and on-line classes offers flexible professional development plans

tailored to the specific needs of every employee. Raising the R&D capabilities of each individual and team gives the Company a workforce with diverse professional knowledge.

vi. Internship Program

By designing required and elective courses for the comprehensive functional development required by scientific and technological professionals, interns are encouraged to combine academic field knowledge with practical R&D majors to achieve professional synergy goals. Through the specialized tutor system, we help interns understand the research and development process and practical operations of the semiconductor industry, achieve the goal of effectively learning and cultivating semiconductor talents, and contribute to the cultivation and development of the country's future scientific and technological talents.

(3) Pension System

The Company established pension plans and created a Supervisory Committee of Labor Retirement Reserve to manage pension payments for regular employees in accordance with the 'Labor Standards Act'. From 1995, it appropriated labor pension reserve funds each month based on pension actuarial evaluations and stored in a central trust account to protect labor rights and interests. From July 1, 2005, it utilized a defined contribution system for employees who are ROC nationals in accordance with the 'Labor Pension Act'. At least 6% of the worker's monthly wages are paid into his or her Individual Account of Labor Pension at the Bureau of Labor Insurance. Employees receive monthly retirement payments calculated based upon their individual account balance and other factors, or claim their pension in a lump-sum payment.

The Company abides by the Labor Pension Act following relevant rules as follows:

i. Voluntary Retirement

Workers may apply for voluntary retirement under one of the following circumstances: (For those who choose to apply the Labor Pension Act, the same Act shall apply)

- a. Workers who have worked for more than 15 years and are over 55 years old.
- b. Workers who have worked for more than 25 years.
- c. Workers who have worked for more than 10 years and are over 60 years old.

ii. Mandatory Retirement

The company may not force an employee to retire unless he or she falls under one of the following circumstances:

- a. Over 65 years old.
- b. Loss of mental capacity or physical disability that renders the worker unfit for work.

The age specified in the first paragraph of the preceding paragraph may be adjusted by the Company with the approval of the central competent authority for workers engaged in work of a dangerous or physically demanding nature. However, it may not be less than 55 years old.

iii. Pension Standards

- a. For workers who have worked before and after the Labor Standards Act and have chosen to continue to apply the "Labor Standards Act" pension provisions or to retain the working years before the Labor Pension Act, the pension standards shall be calculated in accordance with Article 84-2 and Article 55 of the Labor Standards Act.
- b. For workers who have the working years specified in the preceding paragraph and are forced to retire in accordance with the provisions of Article 35, Paragraph 1, Subparagraph 2, if the loss of mental capacity or physical disability is due to the performance of their duties, an additional 20% shall be given in accordance with the provisions of Article 55, Paragraph 1, Subparagraph 2 of the Labor Standards Act.
- c. For employees who apply the pension provisions of the Labor Pension Act, the Company shall

contribute 6% of their monthly wages to the employee's individual pension account.

iv. Pension Standards

The company shall pay the employee's pension within 30 days from the date of the employee's retirement.

(4) Labor Agreements and Upholding Worker Rights

- i. The Company's intranet offers a forum that gives employees immediate access to management.
- ii. The Company holds worker-employer meetings as a positive mechanism for communication.
- iii. The Company set up two-way communication channel (President mailbox) for employees to offer their opinions to management.
- iv. At regular departmental/unit meetings, employees can voice their opinions on problems.
- v. The Company has an Employee Care and Consultation Center to provide individual or team consultation services.
- vi. The Occupational Safety and Health Center is responsible for matters related to safe workplaces and health promotion.
- vii. The Company has a sexual harassment prevention hotline and a prevention plan against unlawful violations to provide a safe work environment that puts employees' minds at ease.

2. The Company did not incur any losses due to labor disputes during the past calendar year and up until the date of publication of this report.

## VI. Cyber security management

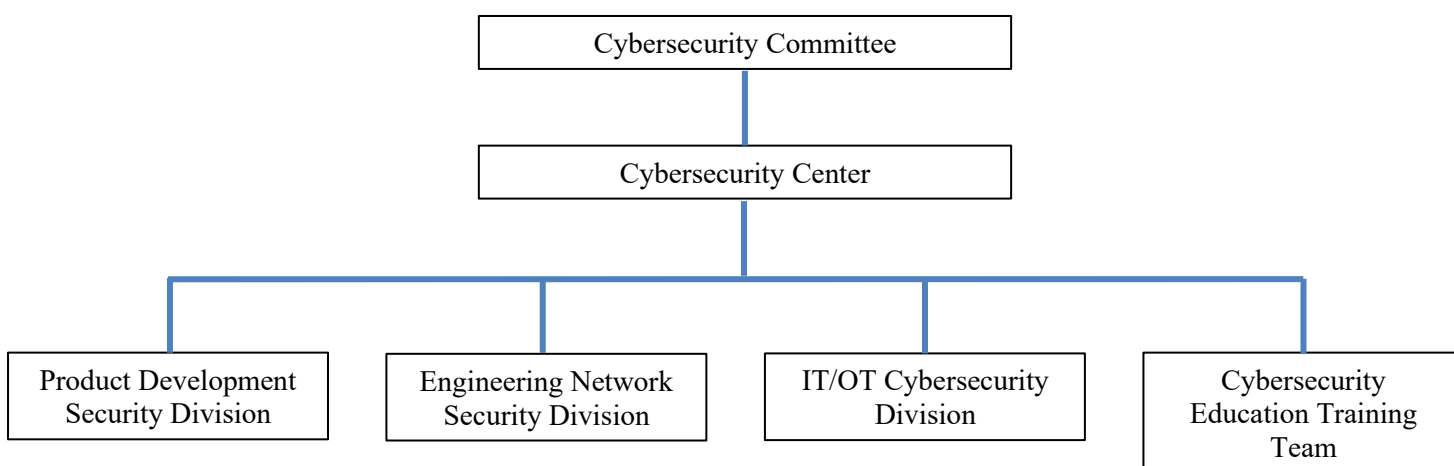
To protect the cybersecurity of employees, customers, investors, and partners, and to support the company's vision of continuous and stable operation and development, Realtek is committed to developing cybersecurity strategies and continuously improving them. This is to avoid risks such as theft, improper use, leakage, or destruction of information assets due to human negligence, deliberate actions, or natural disasters. Realtek has established a 'Cybersecurity Risk Management Framework' and continuously improves its risk management by strengthening governance strategies, 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.

### 1. Cybersecurity Risk Management Framework

#### (1) Cybersecurity Organization

- i. In order to implement and improve the cybersecurity governance strategy, Realtek established the Cybersecurity Committee, which is responsible for reviewing the effectiveness of the formulation and implementation of cybersecurity policies. Realtek President serves as the chairman, and the first-level manager of each unit serve as ex-officio members. The Committee meets at least once a year and reports to the board of directors on the overall implementation of cybersecurity.
- ii. In order to implement and improve cybersecurity risk management, Realtek has established the position of Chief Information Security Officer to take charge of the Cybersecurity Center (CSC), which consists of the Product Development Security Division, Engineering Network Security Division, IT/OT Cybersecurity Division, and Cybersecurity Educational Training Team. According to the international cybersecurity standards, the CSC coordinates the formulation and implementation of cybersecurity policies and various cybersecurity protection measures to ensure that cybersecurity management achieves the goals of confidentiality, integrity and availability.

Cybersecurity Organization Chart



#### (2) Continuous Improvement Framework for Cybersecurity Risks

Since Realtek is an IC design company, its business involves IC research and development, manufacturing, sales and offering of software applications and IP development for IC products. Through information technologies such as various communications, instrumentation and information systems, it interacts with the upstream and downstream of the industry chain and working closely with customers on product development and delivery, Realtek maintains organizational cybersecurity by formulating and implementing cybersecurity management mechanisms.

With the expansion and complexity of enterprise operations, as well as the ever-changing cybersecurity threats and continuously evolving hacker technologies, although various cybersecurity protection measures have been implemented, there is no guarantee that serious

network attacks can be completely prevented from breaking through multiple protection mechanisms and impacting on our operations. Realtek actively manages and controls organizational cybersecurity risks, supports organizational operational development, assesses importance, risk impact and corresponding improvement benefits, builds a defense-in-depth mechanism, and adopts PDCA (Plan-Do-Check-Action) methods, and continuously strengthen the organizational cybersecurity risk management mechanism. Realtek has implemented ISO 27001 Information Security Management System and TISAX assessment in 2023, and passed the ISO 27001:2022 transition audit in January 2025, with the certificate being valid from March 8, 2024, to March 7, 2027. Through the adoption and certification of these international security standards, Realtek facilitates the implementation and continuous improvement of its cybersecurity management system and enhances its effectiveness.

Continuous Improvement Cycle	Execution Strategy	Implementation Direction
Plan	<ul style="list-style-type: none"> <li>Cybersecurity Risk Management</li> <li>In-Depth Defense</li> </ul>	<ul style="list-style-type: none"> <li>Plan cybersecurity management and control mechanisms based on international and industrial cybersecurity standards.</li> <li>Evaluate cybersecurity needs and risks and plan disposal methods.</li> <li>Formulate cybersecurity policies, regulations, and plan cybersecurity educational training.</li> </ul>
Do	<ul style="list-style-type: none"> <li>Cybersecurity Management</li> </ul>	<ul style="list-style-type: none"> <li>Establish cybersecurity management and control mechanisms.</li> <li>Improve or mitigate risks based on risk assessment results.</li> <li>Evaluate cybersecurity solutions and introduce them according to business needs.</li> <li>Evaluate and optimize network system architecture to improve defense capabilities.</li> </ul>
Check	<ul style="list-style-type: none"> <li>Monitoring and Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Monitor cybersecurity events.</li> <li>Perform cybersecurity audits.</li> <li>Perform cybersecurity inspections.</li> </ul>
Action	<ul style="list-style-type: none"> <li>Review and Continuous Improvement</li> </ul>	<ul style="list-style-type: none"> <li>Handle security incidents and violations.</li> <li>Improve cybersecurity control measures.</li> <li>Strengthen cybersecurity educational training, and advocacy.</li> </ul>

## 2. Cybersecurity Policy

- (1) Strengthening Personnel Awareness: Conducting cybersecurity educational trainings to enhance employees' awareness of the importance of cybersecurity and the responsibility to maintain it.
- (2) Preventing Data Leakage or Tampering: Implementing multiple cybersecurity measures to protect the company's business information from unauthorized access and modification, ensuring its accuracy and completeness.
- (3) Implementing Daily Operations: Implementing daily operations and regularly conducting internal audits to ensure that relevant operations are properly executed.
- (4) Ensuring Service Availability: Ensuring that the company's information and communication systems maintain a certain level of system availability, providing stable and reliable services.

## 3. Specific Management Plans and Resources Invested in Cybersecurity Management

- (1) Specific Management Plan

Cybersecurity management Item	Risk Statement	Countermeasures	Results
Network management security	In the face of new and diverse external network attack threats, if protective measures are not appropriate, it may cause the company's important information system services to be interrupted, sensitive information to be leaked or stolen, and thus cause operational losses.	Firewall Control: <ol style="list-style-type: none"> <li>Control access behavior through the firewall and update the firewall firmware and backup.</li> <li>Regularly review firewall policies and vulnerability risks.</li> <li>Regularly back up firewall rules and settings, and update firewall firmware.</li> </ol>	Strengthen the access security of internal and external networks and block malicious traffic in real time.
		Malicious Threat Defense: <ol style="list-style-type: none"> <li>Proactively identify threats and block inappropriate transmission behaviors such as external malware, phishing, and zombie computer command and server control.</li> <li>Collect threat intelligence and convert them into defense policies.</li> </ol>	Active detection and defense to reduce malicious program attacks.
Product development Security	Prevent the leakage and improper use of intellectual property or sensitive information of product development.	Hold regular meetings to respond to known problems and prevent recurrences, propose improvement measures for risks with a high probability of occurrence, improve cybersecurity control of the product development environment, and comply with intellectual property requirements.	Product research and development network segment isolation and protection, and the correct use of core process control technologies to achieve goals such as information protection, authority control, contract compliance, flow records, software quality, and software security.
	Avoid product security vulnerabilities causing damage to customers and goodwill.	Follow the company's cybersecurity reporting process, initiate vulnerability correction and response procedures and report to superiors.	Improve product vulnerability management and processing efficiency.
	Protect customer confidential information to avoid damage to customers and goodwill.	<ul style="list-style-type: none"> <li>Adopt a contract compliance system.</li> <li>Legal authorized process.</li> <li>Secure communication transmission.</li> <li>Account authorization control.</li> <li>Network segmentation.</li> <li>Dedicated storage area.</li> <li>Backup and recovery mechanism for important information systems.</li> </ul>	Implement customer sensitive information protection mechanisms.
Computer security management	Computer viruses are changing rapidly, and ransomware viruses proliferate. If the computer management and control configuration is not appropriate, it will harm computer security and important data will be leaked, destroyed or encrypted, which will cause serious losses to the company's operations.	Personal account password management: Password changes are mandatory on a regular basis, and password rules must be fairly complex.	Strengthen personal account passwords to reduce the risk of personal computer theft.
		Anti-virus software: Centrally controlled by the anti-virus server and automatically sends updated virus definition files to the user's computer.	Effectively block and prevent computer viruses and strengthen information service security.
		Endpoint Detection and Response (EDR): <ol style="list-style-type: none"> <li>Risk detection of abnormal threats to endpoint computers is performed through EDR, which</li> </ol>	Improve the understanding of security incident threats, and quickly identify and respond to

Cybersecurity management Item	Risk Statement	Countermeasures	Results
		monitors endpoint computers in real-time. 2. Collect malicious programs and ransomware threat intelligence and convert them into defense policies.	security incidents to mitigate risks.
Information system management	Prevent improper use of sensitive, personal and business information.	<ul style="list-style-type: none"> <li>Legal authorized process.</li> <li>Adopt multi-factor authentication.</li> <li>Secure communication transmission.</li> <li>Account authorization control.</li> <li>Important information system backup and recovery mechanism.</li> </ul>	Ensure authorization principles and availability to avoid data leakage.
File management	Prevent improper use of sensitive, personal and business information.	Adopt document management (DMS) and digital rights management (DRM).	Ensure the principle of minimum authorization and avoid data leakage.
Personnel security awareness and capabilities	Insufficient awareness of cybersecurity can easily lead to scam, misrepresentation, and malicious harm, causing the company to suffer losses.	<ul style="list-style-type: none"> <li>Conduct social engineering drills.</li> <li>Implement cybersecurity educational trainings and learning effectiveness assessment.</li> <li>Execute cybersecurity advocacy.</li> </ul>	Strengthen personnel's vigilance and cybersecurity awareness and comply with cybersecurity regulations.
	Cybersecurity personnel need to continue to improve their professional skills to grasp threat trends and protect enterprises from reducing cybersecurity risks.	Encourage related personnel participation in expert seminars and cybersecurity certification exams.	Continuously improve the professionalism of cybersecurity personnel and contribute to organizational cybersecurity work.

## (2) Resources Invested in Cybersecurity Management

### Results of Cybersecurity Measures Implementation:

Cybersecurity management	<ul style="list-style-type: none"> <li>Implemented ISO27001 to establish 20 cybersecurity documentation, and continue to improve in response to cybersecurity risks and practical contexts.</li> <li>Presented Monthly reports on cybersecurity promotion and effectiveness to senior managers 12 times a year in total.</li> <li>Convened Cybersecurity Committee to review the formulation and implementation of cybersecurity policies.</li> <li>Provided one overview report on overall cybersecurity governance to the board of directors.</li> <li>Conducted 4 information security drills.</li> <li>Conducted 249 cybersecurity inspections.</li> <li>Conducted regular cybersecurity audits and 100% improvement items are completed.</li> <li>In 2025, there have been no major cybersecurity incidents affecting or damaging operations and goodwill, nor have employees, suppliers, or customers lodged complaints with the company due to cybersecurity violations.</li> </ul>
Strengthening personnel security awareness and capabilities	<ul style="list-style-type: none"> <li>All new employees must undergo compulsory cybersecurity educational training.</li> <li>Conducted 5 cybersecurity educational trainings in 2025.</li> <li>Conducted 10 product development security educational trainings to enhance personnel capabilities in product development security.</li> <li>Carried out 7 announcements of cybersecurity measures.</li> </ul>
Product safety management	<ul style="list-style-type: none"> <li>Continuously optimize the product development security process, including vulnerability scanning, penetration testing and patching mechanisms.</li> </ul>

	<ul style="list-style-type: none"> <li>• Implemented product vulnerability reporting and reward procedures.</li> <li>• Implemented product sign-in and sign-off process mechanisms to enhance product quality and security.</li> <li>• Established a product threat model mechanisms to reduce security risks.</li> </ul>
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#### 4. Major Cybersecurity Incidents

In the most recent year and up to the date of this annual report publication, there have been no major cybersecurity incidents affecting or damaging operations and goodwill, nor have employees, suppliers, or customers lodged complaints with the company due to cybersecurity violations.

### VII. Significant Agreements

<b>Agreement Type</b>	<b>Signatory</b>	<b>Contract Validity</b>	<b>Summary</b>	<b>Limitations</b>
Rental Agreements 5 Items	Hsinchu Science Park Bureau	Jan, 2023~Dec, 2042 Mar, 2014~Dec, 2027 Sep, 2019~Dec, 2038 Feb, 2020~Dec, 2039 Oct, 2025~Dec, 2044	The lessee shall build a factory, warehouse, or laboratory or use the site for storage and delivery, loading and unloading, packaging, or repairs and maintenance.	The site must be used to build a factory, warehouse, or laboratory, or to conduct business-related tasks such as storage and delivery, loading and unloading, packaging, or repairs and maintenance.

# Financial Status, Operating Results and Status of Risk Management

## I. Financial Status

Unit: NT\$ thousands

Item \ Year	2025	2024	Changes	% of Changes
Current Assets	97,357,079	84,658,007	12,699,072	15.00%
Non-Current Assets	32,546,284	29,238,723	3,307,561	11.31%
Total Assets	129,903,363	113,896,730	16,006,633	14.05%
Current Liabilities	74,755,910	57,960,975	16,794,935	28.98%
Non-Current Liabilities	2,935,367	2,978,267	(42,900)	-1.44%
Total Liabilities	77,691,277	60,939,242	16,752,035	27.49%
Share Capital	5,155,126	5,128,636	26,490	0.52%
Capital Surplus	1,623,486	287,282	1,336,204	465.12%
Retained Earnings	42,615,429	40,934,415	1,681,014	4.11%
Other Equity	2,808,327	6,597,430	(3,789,103)	-57.43%
Non-Controlling Interest	9,718	9,725	(7)	-0.07%
Total Equity	52,212,086	52,957,488	(745,402)	-1.41%

Analysis of Changes equal to or over 20%

1. Increase in Current Liabilities: Mainly due to increase in short-term borrowings and other payables.
2. Increase in Capital Surplus: Mainly due to the issuance of restricted stocks.
3. Decrease in Other Equity: Mainly due to decrease in financial statements translation differences of foreign operations.

## II. Operational Results

Unit: NT\$ thousands

Item \ Year	2025	2024	Changes	% of Changes
Operating Revenue	122,706,372	113,393,698	9,312,674	8.21%
Operating Costs	(61,332,694)	(56,231,862)	(5,100,832)	9.07%
Gross Profit	61,373,678	57,161,836	4,211,842	7.37%
Operating Expenses	(47,013,837)	(43,660,290)	(3,353,547)	7.68%
Operating Income	14,359,841	13,501,546	858,295	6.36%
Non-Operating Income and Expenses	2,900,687	2,839,664	61,023	2.15%
Profit Before Income Tax, Net	17,260,528	16,341,210	919,318	5.63%
Income Tax Expense	(2,507,212)	(1,049,685)	(1,457,527)	138.85%
Net Income For The Year	14,753,316	15,291,525	(538,209)	-3.52%

Analysis of Changes equal to or over 20%

1. Increase in Income Tax Expense: Mainly due to income tax generated by current income.

### III. Cash Flow Analysis

#### 1. Analysis of the Change in Cash Flow in 2025

Unit: NT\$ thousands

The beginning of Cash Balance (1)	Net Cash Provided by Operating Activities (2)	Net Cash Used in Investing and Financing Activities (3)	The end of Cash Balance (1)+(2)-(3)	Remedy for Cash Shortage	
				Investment plan	Financial leverage plan
14,812,459	23,015,343	24,761,935	13,065,867	—	—

#### Analysis of the Change in Cash Flow:

- (1) Operating Activities: Net cash inflow is mainly from operating profit.
- (2) Investing Activities: Net cash outflow is mainly due to acquisition of financial assets at amortised cost, property, plant and equipment and intangible assets.
- (3) Financing Activities: Net cash outflow is mainly due to distribution of cash dividends.

2. Cash Flow Projection for Next Year: Not applicable.

IV. Impact on Financial and Business associated with Major Capital Expenditures in recent years: None.

V. Investment Policies in recent years, the reasons for losses and plans to improve for next year:

Our investment policies are based on strategic investments. The investment gains accounted for under the equity method in 2025 was approximately NT\$1,517 thousand. We will continuously focus on strategic investment and prudently evaluate investment plans in the future.

## VI. Risk Items

1. The effect upon the profits (or losses) of interest and exchange rate fluctuations and changes in the inflation rate, and response measures to be taken in the future:

Our exposure to interest rate risks arises from time deposits, short-term borrowings with floating rates, which are not significant and are normally incurred to support our operating activities. The Realtek Group is a multinational group in the Electronics industry. Currently, the majority of our revenues are denominated in USD and RMB. Management has set up a policy to require the Realtek Group to manage its foreign exchange risk against its functional currency, the natural hedge is used to reduce the foreign exchange risk. Inflation risk does not have a significant impact on the results of our operating activities.

2. The policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements and guarantees, and derivatives transactions, the main reasons for the profits/losses generated thereby, and response measures to be taken in the future:

The Realtek Group adopts a conservative investment policy and does not engage in high-risk investments or highly leveraged investments.

The Realtek Group has formulated its procedures for Loaning Funds to Others, Procedures for Endorsements and Guarantees, and Procedures for Financial Derivatives Transactions in compliance with these Regulations. These procedures are aimed at improving operational performance and reducing financial risk.

3. Future R&D plans and expected R&D spending:

We will continuously research in chips regarding the area of communication networks, computer peripherals, multimedia, connected media and smart interconnect. In addition, we will actively recruit outstanding R&D talents and invest best resource in R&D and develop key technologies or obtain necessary licensed technology. The expected R&D spending for next year will be approximately NT\$37.2 billion.

4. Impact on finance and business associated with changes in domestic and foreign regulations and laws, and corresponding reactions: None.

5. Impact on finance and business associated with new technology and industry changes, and corresponding reactions:

We pay attention to the trend of future technology at all times. We not only focus on timely launching new products, but also continuously enhance product functions and technical specifications in line with market trends and customer needs in order to strength our competitiveness and increase our market share.

6. Impact on Company's crisis management associated with changes in corporate image, and corresponding reactions:

Our corporate culture is 'self-confidence and trust in people'. Integrity is the central core of our corporate culture. We will maintain our good standing according to our corporate culture.

7. Risks and expected benefits associated with mergers and acquisitions, and corresponding reactions: None.

8. Risks and expected benefits associated with facility expansion, and corresponding reactions:

In order to meet the needs of future growth and operating development, we will assess the demand of plant expansion with its associated benefits and risks, then take necessary actions to achieve the Company's operational goals.

9. Risks associated with Purchase and sales Concentration and corresponding reactions:

The Company's raw material is wafer. We have maintained a good cooperative relationship with foundries. For wafer purchases, we have not concentrated on a single foundry. Moreover, we also have not concentrated on a single customer and the collection period is implemented in accordance with company policies and there is no abnormal situation.

10. Impact and risks to the Company associated with significant transfer of shares by the Company's Directors and major Shareholders who own 10% or more of the Company's outstanding shares, and corresponding reactions: None.

11. Impact to the Company associated with change in management, and corresponding reactions: None.

12. Litigious and non-litigious matters:

The company is currently in major litigation, non-litigation, or administrative disputes:

(1) In 2020, KONINKLIJKE PHILIPS N.V. and PHILIPS NORTH AMERICA LLC brought actions for patent infringement in United States International Trade Commission ("ITC") and United States District Court of Delaware against the Company's IC products. On March 23, 2022, ITC issued the final determination finding non-infringement for the accused Company's IC products and non-existence of the required domestic industry. On August 11, 2025, the United States District Court of Delaware entered final judgment in favor of the Company. Plaintiff appealed the case to the United States Court of Appeals for the Federal Circuit. The case is still pending, and the Company is unable to reliably determine the outcome of the case.

(2) In 2022, ParkerVision, Inc. brought an action for patent infringement in United States District Court for the Western District of Texas against the Company's IC products. The case is still pending, and the Company is unable to reliably determine the outcome of the case.

(3) In 2023, the Company filed a complaint in the Northern District of California against MediaTek Inc., Future Link Systems LLC, and IPValue Management (Future Link's parent company) for violation of, including but not limited to, US anti-trust and unfair competition laws. The case is still pending, and the Company is unable to reliably determine the outcome of the case.

(4) In 2023, ParkerVision, Inc. brought another action for patent infringement in United States District Court for the Western District of Texas against the Company's IC products. The case is still pending, and the Company is unable to reliably determine the outcome of the case.

(5) In 2025, Redwood Technologies, LLC brought actions for patent infringement in United States District Court for the Western District of Texas against the Company's IC products. The cases are still pending, and the Company is unable to reliably determine the outcome of the case.

13. Other important risks and measures: None

VII. Other Material Events: None.

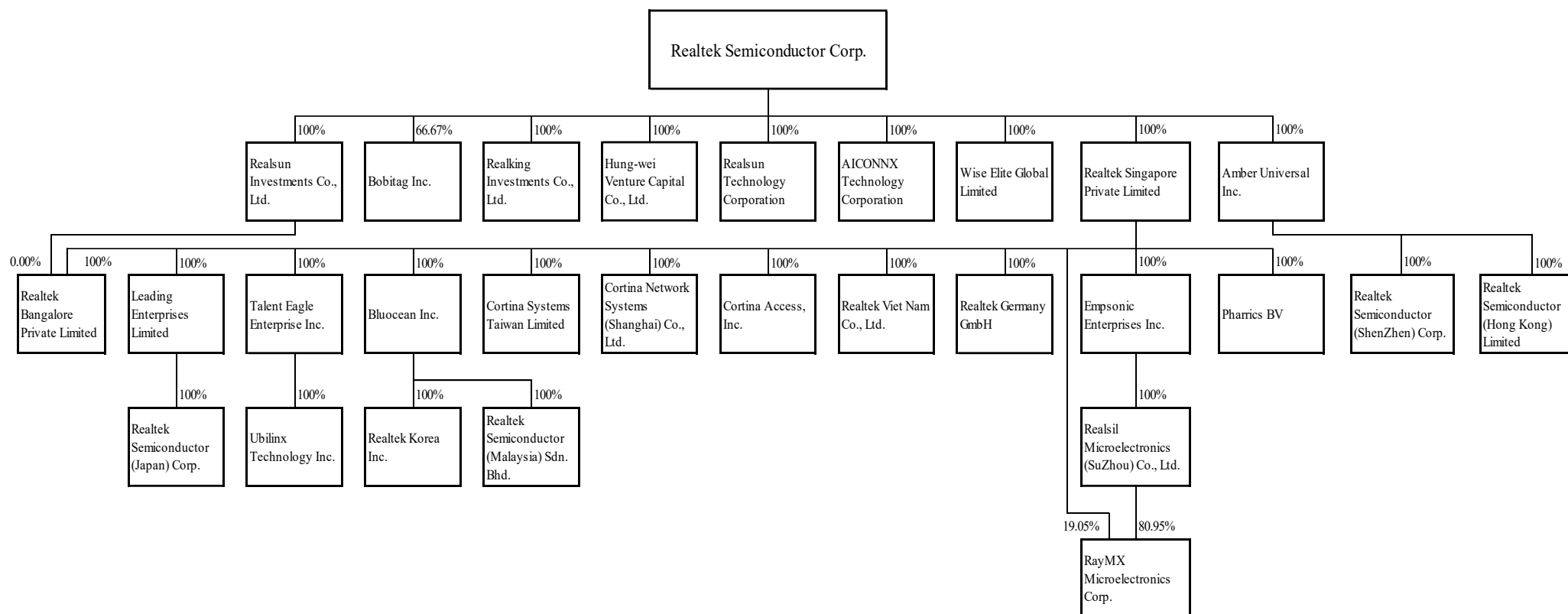
# Special Items

## I. Information of Affiliated Companies

### 1. Consolidated Business Report of the Affiliated Companies

#### 1.1. Chart of the Affiliated Companies

Dec. 31, 2025



## 1.2. Basic information of the Affiliated Companies

Unit: dollars / Dec. 31, 2025

Company Name	Date of Incorporation	Place of Registration	Paid-in Capital	Main Business Activities
Leading Enterprises Limited	1998.04	British Virgin Islands	USD34,630,000	Investment holdings
Amber Universal Inc.	1998.10	British Virgin Islands	USD41,432,000	Investment holdings
Wise Elite Global Limited	2023.02	British Virgin Islands	USD1,000,000	Investment holdings
Empsonic Enterprises Inc.	2002.06	Mauritius	USD28,250,000	Investment holdings
Bluocean Inc.	2016.02	Cayman Islands	USD110,050,000	Investment holdings
Talent Eagle Enterprise Inc.	2016.02	Cayman Islands	USD114,100,000	Investment holdings
Realsun Investments Co., Ltd	1998.06	Taiwan	NTD280,000,000	Investment holdings
Hung-wei Venture Capital Co., Ltd	1999.12	Taiwan	NTD250,000,000	Investment holdings
Realking Investments Co., Ltd.	2000.04	Taiwan	NTD293,929,850	Investment holdings
Realsun Technology Corporation	2004.12	Taiwan	NTD5,000,000	ICs manufacturing, design, research, development, sales, and marketing
Bobitag Inc.	2012.12	Taiwan	NTD28,783,650	Manufacture and installation of computer equipment and wholesale, retail and related services of electronic materials and information/software
Cortina Systems Taiwan Limited	2015.04	Taiwan	NTD211,300,000	R&D and technical support
AICONNX Technology Corporation	2021.12	Taiwan	NTD20,000,000	ICs manufacturing, design, research, development, sales, and marketing
Realtek Semiconductor (Japan) Corp.	2001.12	Japan	JPY20,000,000	Information collection and technical support
Realtek Semiconductor (Hong Kong) Limited	1996.01	Hong Kong	HKD1,500,000	Information services and technical support
Realtek Semiconductor (ShenZhen) Corp.	2004.07	China	USD5,000,000	R&D and technical support
Cortina Network Systems (Shanghai) Co., Ltd.	2015.04	China	USD1,650,000	R&D and technical support
Realsil Microelectronics (SuZhou) Co., Ltd.	2001.12	China	USD28,000,000	R&D and technical support
RayMX Microelectronics Corporation	2018.12	China	CNY26,250,000	ICs manufacturing, design, research, development, sales, and marketing
Realtek Singapore Private Limited	2013.10	Singapore	USD116,059,638	ICs manufacturing, design, research, development, sales, and marketing
Cortina Access, Inc.	2015.04	United States	USD16,892	R&D and technical support
Ubilinx Technology Inc.	2016.08	United States	USD60,000,000	R&D and technical support
Realtek Viet Nam Co., Ltd.	2018.09	Vietnam	USD4,000,000	R&D and technical support
Realtek Semiconductor (Malaysia) Sdn. Bhd.	2020.06	Malaysia	USD2,500,000	R&D and technical support
Realtek Korea Inc.	2022.01	South Korea	KRW2,000,000,000	R&D and technical support
Realtek Germany GmbH	2023.08	Germany	EUR500,000	R&D and technical support
Realtek Bangalore Private Limited	2023.12	India	INR13,000,000	R&D and technical support
PharriCS BV	2025.09	Belgium	EUR6,000,000	R&D and technical support

1.3. The shareholders in common of the Affiliates presumed to have a relationship of control and subordination: None.

1.4. The industries covered by the business operated by the affiliates overall

Dec. 31, 2025

Company Name	Main Business Activities	Division of Work Among the Affiliates
Leading Enterprises Limited	Investment holdings	Not applicable
Amber Universal Inc.	Investment holdings	Not applicable
Wise Elite Global Limited	Investment holdings	Not applicable
Empsonic Enterprises Inc.	Investment holdings	Not applicable
Bluocean Inc.	Investment holdings	Not applicable
Talent Eagle Enterprise Inc.	Investment holdings	Not applicable
Realsun Investments Co., Ltd	Investment holdings	Not applicable
Hung-wei Venture Capital Co., Ltd	Investment holdings	Not applicable
Realking Investments Co., Ltd	Investment holdings	Not applicable
Realsun Technology Corporation	ICs manufacturing, design, research, development, sales, and marketing	Not applicable
Bobitag Inc.	Manufacture and installation of computer equipment and wholesale, retail and related services of electronic materials and information/software	Not applicable
Cortina Systems Taiwan Limited	R&D and technical support	Provide R&D and technical services
AICONNX Technology Corporation	ICs manufacturing, design, research, development, sales, and marketing	Not applicable
Realtek Semiconductor (Japan) Corp.	Information collection and technical support	Provide information collection and technical services
Realtek Semiconductor (Hong Kong) Limited	Information services and technical support	Not applicable
Realtek Semiconductor (ShenZhen) Corp.	R&D and technical support	Provide R&D and technical services
Cortina Network Systems (Shanghai) Co., Ltd.	R&D and technical support	Provide R&D and technical services
Realsil Microelectronics (SuZhou) Co., Ltd.	R&D and technical support	Provide R&D and technical services
RayMX Microelectronics Corporation	ICs manufacturing, design, research, development, sales, and marketing	Not applicable
Realtek Singapore Private Limited	ICs manufacturing, design, research, development, sales, and marketing	Not applicable
Cortina Access, Inc.	R&D and technical support	Provide R&D and technical services
Ubilinx Technology Inc.	R&D and technical support	Provide R&D and technical services
Realtek Viet Nam Co., Ltd.	R&D and technical support	Provide R&D and technical services
Realtek Semiconductor (Malaysia) Sdn. Bhd.	R&D and technical support	Provide R&D and technical services
Realtek Korea Inc.	R&D and technical support	Provide R&D and technical services
Realtek Germany GmbH	R&D and technical support	Provide R&D and technical services
Realtek Bangalore Private Limited	R&D and technical support	Provide R&D and technical services
PharriCS BV	R&D and technical support	Provide R&D and technical services

## 1.5. Directors, Supervisors, and Presidents of the Affiliates

Unit: shares/NT\$ thousands; %

Company Name	Title (note 1)	Name	Shareholding (note 2)	
			Shares/ Investment Amount	% of Investment Holding
Leading Enterprises Limited	Director	Realtek Semiconductor Corp. (Representative: Yeh, Po-Len)	34,630	100%
Amber Universal Inc.	Director	Realtek Semiconductor Corp. (Representative: Yeh, Po-Len)	41,432	100%
Wise Elite Global Limited	Director	Realtek Semiconductor Corp. (Representative: Chiu, Sun-Chien)	1,000	100%
Empsonic Enterprises Inc.	Chairman	Realtek Singapore Private Limited (Representative: Huang, Yung-Fang)	2,825,000	100%
	Director	Realtek Singapore Private Limited (Representative: Yen, Kuang-Yu)	2,825,000	100%
	Director	Realtek Singapore Private Limited (Representative: Lin, Tsung-Ming)	2,825,000	100%
Bluocean Inc.	Director	Realtek Semiconductor Corp. (Representative: Chiu, Sun-Chien)	110,050,000	100%
Talent Eagle Enterprise Inc.	Director	Realtek Semiconductor Corp. (Representative: Chiu, Sun-Chien)	114,100,000	100%
Realsun Investments Co., Ltd	Chairman and President	Realtek Semiconductor Corp. (Representative: Huang, Yee-Wei)	28,000,000	100%
	Director	Realtek Semiconductor Corp. (Representative: Huang, Yung-Fang)	28,000,000	100%
	Director	Realtek Semiconductor Corp. (Representative: Chern, Kuo-Jong)	28,000,000	100%
	Supervisor	Realtek Semiconductor Corp. (Representative: Chiang, Ting-Chi)	28,000,000	100%
Hung-wei Venture Capital Co., Ltd	Chairman	Realtek Semiconductor Corp. (Representative: Yeh, Po-Len)	25,000,000	100%
	Director and President	Realtek Semiconductor Corp. (Representative: Chiu, Sun-Chien)	25,000,000	100%
	Director	Realtek Semiconductor Corp. (Representative: Huang, Yung-Fang)	25,000,000	100%
	Supervisor	Realtek Semiconductor Corp. (Representative: Chiang, Ting-Chi)	25,000,000	100%
Realking Investments Co., Ltd.	Chairman	Realtek Semiconductor Corp. (Representative: Yeh, Po-Len)	29,392,985	100%
	Director and President	Realtek Semiconductor Corp. (Representative: Chiu, Sun-Chien)	29,392,985	100%
Realking Investments Co., Ltd.	Director	Realtek Semiconductor Corp. (Representative: Huang, Yung-Fang)	29,392,985	100%
	Supervisor	Realtek Semiconductor Corp. (Representative: Chiang, Ting-Chi)	29,392,985	100%

Company Name	Title (note 1)	Name	Shareholding (note 2)	
			Shares/ Investment Amount	% of Investment Holding
Realsun Technology Corporation	Chairman	Realtek Semiconductor Corp. (Representative: Yeh, Po-Len)	500,000	100%
	Director	Realtek Semiconductor Corp. (Representative: Chiu, Sun-Chien)	500,000	100%
	Director	Realtek Semiconductor Corp. (Representative: Huang, Yung-Fang)	500,000	100%
	Supervisor	Realtek Semiconductor Corp. (Representative: Chern, Kuo-Jong)	500,000	100%
Bobitag Inc.	Chairman	Realtek Semiconductor Corp. (Representative: Chiang, Ting-Chi)	1,918,910	66.67%
	Director	Realtek Semiconductor Corp. (Representative: Lu, Shiu-Hung)	1,918,910	66.67%
	Director	Realtek Semiconductor Corp. (Representative: Chan, Te-Chuan)	1,918,910	66.67%
	Supervisor	Guo, Yu-zhi	—	—
Cortina Systems Taiwan Limited	Chairman	Realtek Singapore Private Limited (Representative: Huang, Yung-Fang)	21,130,000	100%
	Director	Realtek Singapore Private Limited (Representative: Yen, Kuang-Yu)	21,130,000	100%
	Director	Realtek Singapore Private Limited (Representative: Hsiao, Wang-Mien)	21,130,000	100%
	Supervisor	Realtek Singapore Private Limited (Representative: Fu, Ying-Chi )	21,130,000	100%
AICONNX Technology Corporation	Chairman	Realtek Semiconductor Corp. (Representative: Chiu, Sun-Chien)	2,000,000	100%
	Director	Realtek Semiconductor Corp. (Representative: Chern, Kuo-Jong)	2,000,000	100%
	Director	Realtek Semiconductor Corp. (Representative: Chang Yi-Shu)	2,000,000	100%
	Supervisor	Realtek Semiconductor Corp. (Representative: Chang, Jr-Neng)	2,000,000	100%
Realtek Semiconductor (Japan) Corp.	Director and President	Cheng, Shu-Chien	—	—
	Director	Chiu, Sun-Chien	—	—
	Director	Huang, Yung-Fang	—	—
	Supervisor	Chiang, Ting-Chi	—	—
Realtek Semiconductor (Hong Kong) Limited	Director	Amber Universal Inc. (Representative: Yeh, Po-Len)	HK\$1,500,000	100%
	Director	Lin, Ying-Hsi	—	—
Realtek Semiconductor (ShenZhen) Corp.	Director and President	Chern, Kuo-Jong	—	—
Cortina Network Systems (Shanghai) Co., Ltd.	Director	Zeineddine Chair	—	—
	Supervisor	Ke, Chieh-Yuan	—	—

Company Name	Title (note 1)	Name	Shareholding (note 2)	
			Shares/ Investment Amount	% of Investment Holding
Realsil Microelectronics (SuZhou) Co., Ltd.	Chairman and President	Yeh, Ta-Hsun	—	—
	Director	Lin, Ying-Hsi	—	—
	Director	Chiou, Mhu-Hsiu	—	—
	Supervisor	Lu, Shiu-Hung	—	—
RayMX Microelectronics Corporation	Chairman	Tsai, Jon-Jinn	—	—
	Director and President	Zhu, Ying-hui	—	—
	Director	Su, Chu-Ting	—	—
	Director	Chen, Chih-Tung	—	—
	Director	Chien, Chih-Ching	—	—
	Supervisor	Chang, Jr-Neng	—	—
	Supervisor	Liu, Shuan-Ta	—	—
Realtek Singapore Private Limited	Chairman	Huang, Yung-Fang	—	—
	Director and President	Yen, Kuang-Yu	—	—
	Director	Lin, Tsung-Ming	—	—
Cortina Access, Inc.	Director	Huang, Yung-Fang	—	—
	Director	Yen, Kuang-Yu	—	—
	Director	Zeineddine Chair	—	—
Ubilinx Technology Inc.	Director	Chiang, Ting-Chi	—	—
	Director	Fu, Ying-Chi	—	—
	Director	Lin, Chia-Liang	—	—
Realtek Viet Nam Co., Ltd.	Director	Soh Wei Kwek	—	—
	Director	Kao, Shu-Yi	—	—
	Director	Nguyen Phuoc Vinh Thang	—	—

Company Name	Title (note 1)	Name	Shareholding (note 2)	
			Shares/ Investment Amount	% of Investment Holding
Realtek Semiconductor (Malaysia) Sdn. Bhd.	Director	Chang Yi-Shu	—	—
	Director	Fu, Ying-Chi	—	—
	Director	Lau Lai Li	—	—
Realtek Korea Inc.	Director and President	Chang Yi-Shu	—	—
	Director	Chiang, Ting-Chi	—	—
	Director	Byung-gi Park	—	—
	Supervisor	Fu, Ying-Chi	—	—
Realtek Germany GmbH	Director	Kuo, Hsieh-Hsing	—	—
Realtek Bangalore Private Limited	Director	Shen, Jia-Ching	—	—
	Director	Hsue, Hong-June	—	—
	Director	Ranjit Dash	—	—
Pharriacs BV	Director	Shen, Jia-Ching	—	—
	Director	Lin, Chia-Liang	—	—
	Director	Woodhill BV (Representative: Wim Van Thillo Woodhill)	—	—

Note 1: If the affiliates are foreign companies, list the same positions as domestic.

Note 2: The shares are the total of shareholdings directly or indirectly held; if the affiliates do not issue shares, the shareholdings are presented by the investment amount.

## 1.6. Operation Highlights of the Affiliates

Unit: NT\$ thousands / Dec. 31, 2025

Company	Paid in Capital	Assets	Liabilities	Equity	Operating revenue	Operation Income	Net Income for the year (After Taxes)	EPS (After Taxes)
Leading Enterprises Limited	1,088,698	21,059,448	4,493,594	16,565,854	—	(146,159)	584,274	—
Amber Universal Inc.	1,302,539	2,710,606	1,847,709	862,897	—	(14,320)	60,704	—
Wise Elite Global Limited	31,438	35,577	—	35,577	—	(87)	1,361	—
Empsonic Enterprises Inc.	888,124	2,951,898	—	2,951,898	—	(161)	365,845	—
Bluocean Inc.	3,459,752	3,940,249	—	3,940,249	—	(26,826)	145,276	—
Talent Eagle Enterprise Inc.	3,587,076	2,937,344	62,864	2,874,480	—	(7,528)	146,337	—
Realsun Investments Co., Ltd	280,000	776,156	127	776,029	—	(95)	(3,021)	(0.11)
Hung-wei Venture Capital Co., Ltd	250,000	829,923	1,304	828,619	—	(523)	(1,201)	(0.05)
Realking Investments Co., Ltd.	293,930	194,470	30	194,440	—	(78)	6,953	0.24
Realsun Technology Corporation	5,000	4,908	—	4,908	—	(104)	(28)	(0.06)
Bobitag Inc.	28,784	29,172	19	29,153	—	(237)	201	0.07
Cortina Systems Taiwan Limited	211,300	197,416	57,097	140,319	199,104	10,526	2,468	0.12
AICONNX Technology Corporation	20,000	140,420	89,131	51,289	114,162	38,369	25,544	12.77
Realtek Semiconductor (Japan) Corp.	4,016	10,017	5,630	4,387	80,469	3,743	2,325	—
Realtek Semiconductor (Hong Kong) Limited	6,058	1,093	—	1,093	—	(16)	(12)	—
Realtek Semiconductor (ShenZhen) Corp.	157,190	653,914	151,844	502,070	681,604	42,087	88,595	—
Cortina Network Systems (Shanghai) Co., Ltd.	51,873	249,344	22,371	226,973	173,222	9,939	12,008	—
Realsil Microelectronics (SuZhou) Co., Ltd.	880,264	4,010,300	1,062,792	2,947,508	3,565,028	236,158	366,124	—
RayMX Microelectronics Corporation	118,078	505,114	331,176	173,938	1,159,145	40,970	45,609	—
Realtek Singapore Private Limited	3,648,683	64,943,917	8,825,978	56,117,939	36,095,405	10,288,039	11,058,214	—
Cortina Access, Inc.	531	1,070,721	62,876	1,007,845	234,023	15,310	56,811	—
Ubilinx Technology Inc.	1,886,280	534,942	94,012	440,930	764,321	49,971	44,696	—
Realtek Viet Nam Co., Ltd.	125,752	129,683	37,565	92,118	69,332	3,302	4,288	—
Realtek Semiconductor (Malaysia) Sdn. Bhd.	78,595	76,273	512	75,761	23,227	1,520	(3,931)	—
Realtek Korea Inc.	43,680	97,928	14,672	83,256	193,882	12,642	10,899	—
Realtek Germany GmbH	18,449	20,180	1,069	19,111	5,257	397	186	—
Realtek Bangalore Private Limited	4,547	6,210	3,696	2,514	11,092	1,752	1,331	—
Pharrics BV	221,393	216,303	33,366	182,937	—	(36,376)	(36,737)	—

II. Significant events with impact on shareholders' rights or stock price regulated in Article 36-3-2 of the Securities and Exchange Act happened during last year to the date of the annual report printed: None

III. Acquisition or disposal of Realtek shares by subsidiaries during last year to the date of the annual report printed: None

IV. Issuance of private placement securities: None

V. Other Necessary Supplements: None