

## Corporate Social Responsibility Policy

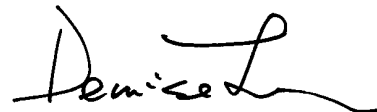
As part of the global village, the Zyxel Communications Corp. (hereafter, "Zyxel") cares about the environment and commits to its social responsibilities without reservation. Zyxel keeps striving to the creation of economic value and optimal profit for its shareholders and investors while bringing more benefits to the society. By doing so, Zyxel not only gives back to the local community, but also addresses on issues such as supply chain management, employee care, environment protection and energy to play the role as a responsible corporate citizen.

Zyxel abides by the Global Compact proposed by the United Nations, and we voluntary practice business with proper ethical standards and comply with relevant laws as a sustainable corporate paradigm.

Our corporate social responsibility commitments include:

1. Observe laws and regulations with improper interests, corruption, bribery, etc. strictly prohibited.
2. Strengthen corporate governance with disclosed information, best interests of shareholders and implementation of international initiatives and standards.
3. Pursue the goal of sustainable operation, pay attention to the rights and interests of all stakeholders, and continue to contribute to society.
4. Help business partners to grow and build a responsible industrial supply chain with suppliers.
5. Bring less impact to the environment, comply with environmental regulations, provide green products, save energy and reduce waste.
6. Establish a friendly workplace with a good working environment and care to the physical and mental health and career development of employees.

7. Protect the rights and interests of employees by creating a diverse and inclusive workplace, avoiding any discrimination, bullying and harassment at work.
8. Focus on public welfare activities, social care and a harmonious society.

A handwritten signature in black ink, appearing to read "Denise Lin". The signature is fluid and cursive, with a long horizontal stroke at the end.

Denise Lin, President

*September 2020*