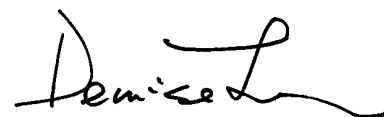


Environment, Safety, Health, and Energy Policy

The mission of Zyxel Communications Corp. (hereafter, "Zyxel") has been to promote sustainable product innovation and business development. We promise:

1. Follow all applicable ESHE regulations and other requirements of the company.
2. Consult and communicate with employees to ensure that they can involve in procedures of management system and recognize their individual ESHE obligations.
3. Purchasing efficiency energy product and service, and enhance performance of energy equipment design.
4. Develop green products and specifying hazardous substance limitation and rules in order to reduce environmental impacts results from product life cycle, continuously improve the process of product eco-design, meanwhile, satisfying international environmental policy.
5. Supply suitable plans and actions in order to lower the consumption of energy and materials, execute resource recycling and chemical control and prevention of occupational hazards and risks of contractor operations.
6. By saving energy, pollutant and disease prevention to establish the targets and plans, and then improve the management performance of ESHE as well as product eco-design continuously.
7. Volunteer to inventory, control and reduce the greenhouse gas, and then save the energy continuously.



Denise Lin, President

September 2020