

Human Rights Policy

Zyxel Communications Corp. (hereafter, "Zyxel") follows globally well-known human rights standards including UN Universal Declaration of Human Rights, International Labor Conventions, Global Sullivan Principles, and Declaration on Fundamental Principles and Rights at Work.

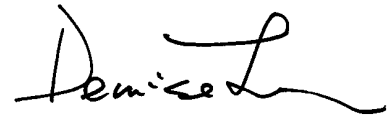
Zyxel takes practical actions in line with Responsible Business Alliance Code of Conduct, and strictly complies with laws to protect human rights of our employees.

In written policies and procedures, Zyxel has clear internal documents such as "Work Rules", "Employee Manual", "Sexual Harassment Prevention", and "Anti Workplace Bullying" policies to ensure employees are properly looked after. We focus on but not limited to below Human Rights protection principles:

1. Ensure freely chosen employment and equal employment opportunity.
2. Abolish child labor.
3. Make working hours and wages legal and reasonable.
4. Prohibit forced labor, harassments, and bullying.
5. Eliminate unlawful discrimination.
6. Uphold freedom of association.
7. Provide a safety and healthy workplace.
8. Support physical and psychological well-being of employees.
9. Communicate regularly and value voices from employees.
10. Review and assess human rights initiatives periodically.

Furthermore, Zyxel formulated Supplier Code of Conduct to protect human rights for all employees among our supply chain.

We keep improving employee human rights, create an ideal workplace, and bring positive influences to our society. Eventually, our ultimate goal is to make Zyxel a sustainable and admirable company.

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

July 2020