

Sustainable Procurement Policies and Guidelines

1 Sustainable Procurement Policies

- 1.1 Integrate the Unizyx group's resources to achieve competitive costs through strategic cooperation with all our suppliers.
- 1.2 Influence and help enhance the supplier's ability to maintain the supply chain.
- 1.3 Promote relationships and friendly cooperation with suppliers to strengthen ties.
- 1.4 Require suppliers to ensure that materials (gold, tantalum, tin and tungsten) are not from areas in conflict, such as the Congo and neighboring countries in Central Africa.
- 1.5 Focus on environmental issues in order to construct green supply chain with suppliers.

2 Sustainable Procurement Guidelines

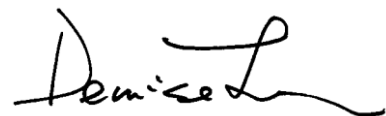
Qualified suppliers must:

1. Approve and sign the "Statement of Zyxel Supplier Corporate Social Responsibility Commitment ".
2. Follow strictly the Zyxel "Employee Code of Conduct" and "Statement of Zyxel Supplier Corporate Social Responsibility Commitment ".
3. Cooperate with Zyxel on implementing an audit mechanism (including outsourcing).

Authorized suppliers may log into the following web site:

<https://outsourcing.zyxel.com>

Click News to see Zyxel Sustainable Procurement Policies and Guidelines.



Denise Lin, President

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