

Zyxel Group

Commitment to Biodiversity and No Deforestation

May 2024

Version 2

Zyxel Group recognizes that maintaining the natural environment and ecology is key to sustainable development. Therefore, we commit to engaging with external stakeholders in all our business operations and value chain management to take proactive measures in preserving biodiversity and conserving forests, reducing the negative impact on the natural environment, and addressing the challenges posed by climate change to the ecological environment.

Our Commitment:

- Avoid establishing factories or engaging in operational activities near globally or nationally important biodiversity areas in our own operations and those of our suppliers and partners in the value chain.
- Ensure that company operations comply with all international and local forestry and biodiversity laws and regulations.
- Actively respond to the United Nations Convention on Biological Diversity (CBD) and its initiatives to preserve biodiversity.
- Conduct regular biodiversity risk assessments, set priorities and goals, and adopt mitigation measures such as Avoidance, Minimization, Restoration, and Offset, following the Mitigation Hierarchy, to achieve the goal of No Net Loss (NNL) in operational activities.
- Aim to achieve a Net Positive Impact (NPI) on the ecological environment and No Gross Deforestation (NGD) by 2050, striving to protect biodiversity and prevent deforestation.

- Collaborate with the value chain and external stakeholders to support biodiversity conservation projects and seek opportunities to reduce biodiversity damage together.
- Promote awareness and education on biodiversity and forest protection among employees, suppliers, and external stakeholders to encourage ecological conservation actions.
- A dedicated team is responsible for implementing and monitoring the commitments outlined in this document and reporting progress to management regularly.

Zyxel Group Chief sustainability officer:

