Zyxel Group

Environmental Sustainability Policy

September 2024
Version 1

Zyxel Group considers environmental sustainability to be a critical aspect of its long-term operations. We are committed to comply with international conventions and environmental regulations domestically and internationally.

By integrating our environmental, safety, and health policies with green product strategies, we establish management goals, strategies, and performance indicators addressing key environmental topics such as climate change, energy management, water resource management, waste management, biodiversity, environmental protection, and occupational health and safety.

We actively communicate awareness to stakeholders, including employees, investors, customers, suppliers, contractors, and partners to promote environmentally friendly actions.

Environmental Sustainability Policy
- Comply with international conventions and relevant domestic and international environmental protection laws.
- Set environmental managem4ent goals to continuously improving environmental performance, regularly tracking progress to minimize environmental impact.
- Reduce environmental burden at all stages of the product lifecycle in R&D, procurement, manufacturing, logistics, operations, commercial facilities, product services, and waste management.
- Address climate change risks and opportunities, improve energy efficiency, preserve biodiversity, and reduce the environmental impact of products and services throughout their lifecycle.
- Provide training for employees and external stakeholders on the environmental impacts of their activities, enhancing environmental awareness.
- Conduct risk assessments on relevant environmental issues and undertake due diligence.
- Collaborate actively with stakeholders to implement environmentally friendly actions.

This policy is effective upon approval by the Board of Directors.

Chief Sustainability Officer, Zyxel Group