

Zyxel Group

Occupational Health and Safety Policy

September 2025
Version 2

Zyxel Group is committed to fulfill its corporate social responsibility by fostering strong interactions with employees, customers, suppliers, and other stakeholders in pursuit of a sustainable future.

Occupational Health and Safety Policy

- **Compliance with Regulations:** Adhere to and implement occupational safety and health laws and regulations, including ISO 45001 and other international standards, to enhance the company's occupational health and safety management.
- **Fostering a Positive Culture:** Create a high-quality culture of environmental protection, safety, and health, promoting the physical and mental well-being of employees, contractors, customers, and partners.
- **Due Diligence:** Conduct due diligence to ensure the safety of the working environment and operations for all stakeholders, including employees, contractors, customers, and partners, safeguarding their health and safety.
- **Continuous Improvement:** Continuously optimize the performance of the occupational health and safety (OHS) management system and facility improvements, set priorities and action plans, establish quantitative targets to improve OHS performance indicators, and create a comprehensive and safe working environment.
- **Inclusive Safety Culture:** Build a culture of safety and health with full participation from all levels of employees through communication and consultation, ensuring the sustainable operation of the company.
- **Regular Education and Awareness:** Plan and promote occupational health and safety education regularly to prevent occupational diseases and protect the physical and mental health of employees.

This policy shall be implemented upon approval by the Board of Directors.

Chief Sustainability Officer, Zyxel Group

