

MANAGEMENT SYSTEM CERTIFICATE

Certificate no.:
212190-2016-ASA-RGC-RvA

Initial certification date:
14 January 2011
(based on OHSAS 18001)

Valid:
15 January 2026 – 14 January 2029

This is to certify that the management system of
Zyxel Communications Corporation
No. 2, Industry East Rd. IX, Hsinchu Science Park, Hsinchu 30075, Taiwan
and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Occupational Health and Safety Management System standard:
ISO 45001:2018

This certificate is valid for the following scope:
Research, Development, Supply and Service of Customer Premises Equipment, Central Office Equipment, Wired and Wireless Access Network Devices Solution

Place and date:
Shanghai, 08 January 2026

For the issuing office:
DNV - Business Assurance
Building 9, No. 1591 Hongqiao Road,
Changning District, Shanghai, China 200336



Zhu Hai Ming
Management Representative

Appendix to Certificate

Zyxel Communications Corporation

Locations included in the certification are as follows:

| Site Name | Site Address | Site Scope |
|----------------------------------|--|--|
| Zyxel Communications Corporation | No. 2, Industry East Rd. IX, Hsinchu Science Park, Hsinchu 30075, Taiwan | Research, Development, Supply and Service of Customer Premises Equipment, Central Office Equipment, Wired and Wireless Access Network Devices Solution |
| Zyxel Networks Corporation | No. 2, Industry East Rd. IX, Hsinchu Science Park, Hsinchu 30075, Taiwan | Research, Development, Supply and Service of Wired and Wireless Access Network Devices/Controller, Switches, Unified Security Gateways |