

Diversity and Inclusion Policy

Zyxel Communication Corp. (hereafter, "Zyxel") follows United Nations SDGs (Sustainable Development Goals), of building and fostering a diverse, equitable and inclusive workplace within Zyxel and across our global value chains.

Zyxel's Diversity and Inclusion Policy includes but is not limited to the following:

1. Sexual Diversity
2. Gender Diversity
3. Cultural Diversity
4. Ethnic Diversity
5. Unconscious Bias

Zyxel publishes workforce data in the annual ESG report and discloses on [global websites](#).