The Major Resolutions from the Board of Directors' Meetings in 2024

Date	Major Resolutions of Board of Directors' Meeting
March 4, 2024 9th Meeting of 5th Board	1. Discussed Items: (1) Resolved to approve the change of the CPA starting from the first quarter of 2024. (2) Resolved to approve the evaluation of the competence and independence of the independent auditors. (3) Resolved to approve the 2023 remuneration for employees and directors. (4) Resolved to approve the 2023 business report and financial statements. (5) Resolved to approve the 2024 business plan. (6) Resolved to approve the 2023 Internal Control System Statement. (7) Resolved to approve the 2023 compensation for the Chairman and managerial officers. (8) Resolved to approve the 2023 earning distribution proposal. (9) Resolved to approve the contribution rates for the 2024 remuneration to employees and directors. (10) Resolved to approve the financial institution credit limit for the current year. (11) Resolved to approve matters related to the exercise of employee stock options in the fourth quarter of 2023 for converting share capital. (12) Resolved to approve amendments to the "Parliamentary Rules for the Board of Directors." (13) Resolved to approve amendments to the "Audit Committee Organization Regulations." (14) Resolved to approve amendments to the "Sustainable Development Best Practice Principles." (15) Resolved to approve the by-election of one independent director for the fifth term. (16) Resolved to approve the nomination of independent directors. (17) Resolved to approve matters related to convening the 2024 annual shareholders' meeting and the acceptance of shareholder proposals.
May 6, 2024	1. Retroactive Recognition Items:

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10th Meeting of 5th Board	(1) Approved the retroactive recognition of the change of executives. 2. Discussed Items: (1) Resolved to approve the consolidated financial statements for the first quarter of 2024. (2) Resolved to approve matters related to the exercise of employee stock options in the first quarter of 2024 for converting share capital. (3) Resolved to approve the proposal to reduce the company's shareholding in a major subsidiary. (4) Resolved to approve the proposal to conduct private placement of common shares through the cash capital increase. (5) Resolved to approve the establishment of the group's tax policy. (6) Resolved to approve the proposal to lift the non-competition restrictions on the directors. (7) Resolved to approve the addition of discussion items to the 2024 Annual Shareholders' Meeting agenda.
August 5, 2024 11th Meeting of 5th Board	1. Discussed Items: (1) Resolved to approve the consolidated financial statements for the second quarter of 2024. (2) Resolved to approve the 2023 Zyxel Group Sustainability Report. (3) Resolved to approve the current-year financial institution credit limit. (4) Resolved to approve matters related to the exercise of employee stock options in the second quarter of 2024 for converting share capital. (5) Resolved to approve Zyxel Group's loan to its subsidiary, MitraStar Technology Corporation. (6) Resolved to approve Zyxel Group's loan to its subsidiary, Zyxel Communications Corporation. (7) Resolved to approve the contract for an industry academy collaboration and academic feedback mechanism with National Yang Ming Chiao Tung University.

Date	Major Resolutions of Board of Directors’ Meeting
November 4, 2024 12th Meeting of 5th Board	1. Discussed Items: (1) Resolved to approve the professional fees for the independent auditors retained by Zyxel Group. (2) Resolved to approve the consolidated financial statements for the third quarter of 2024. (3) Resolved to approve the 2025 compensation projections for Zyxel Group's Chairman and managerial officers. (4) Resolved to approve matters related to the exercise of employee stock options in the third quarter of 2024 for converting share capital. (5) Resolved to approve amendments to the procedures for preparing and assuring the sustainability report and managing sustainability information. (6) Resolved to approve amendments to the internal control system. (7) Resolved to approve the 2025 internal audit plan. (8) Resolved to approve amendments to the "Audit Committee Organization Regulations." (9) Resolved to approve the establishment of the "Sustainable Raw Materials Policy." (10) Resolved to approve the establishment of the "Environmental Sustainability Policy." (11) Resolved to approve the establishment of the "Occupational Health and Safety Policy."
March 3, 2025 13th Meeting of 5th Board	2. Discussed Items: (1) Resolved to approve the update of the general principles of the company's pre-approved non-assurance services policy. (2) Resolved to approve the independent auditors’ competence and independence evaluation. (3) Resolved to approve the 2024 remuneration to employees and directors. (4) Resolved to approve the 2024 business report and financial statements. (5) Resolved to approve the 2025 business plan. (6) Resolved to approve the 2024 Internal Control System Statement. (7) Resolved to approve the 2024 compensation to Chairman

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	and managerial officers. (8) Resolved to approve the 2024 earning distribution. (9) Resolved to approve the contribution rates of 2025 remuneration to employees and directors. (10) Resolved to approve the current-year financial institution credit limit. (11) Resolved to approve matters related to the exercise of employee stock options in the fourth quarter of 2024 for converting share capital. (12) Resolved to approve the decision not to proceed with the private placement of common shares approved at the 2024 annual shareholders' meeting. (13) Resolved to approve the issuance of new restricted employee shares. (14) Resolved to approve the amendments to the ” Articles of Incorporation” (15) Resolved to approve the amendments to the ” Procedures for Loaning Funds to Others” (16) Resolved to approve the election of the 6th Board of Directors. (17) Resolved to approve the nomination of candidates for the 6th Board of Directors (including independent directors). (18) Resolved to approve matters related to convening the 2025 annual shareholders' meeting and the acceptance of shareholder proposals.