Operations of the Board of Directors

A total of 8 meetings of the 6th Board of Directors were held in 2025. The attendance of directors is stated as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Chairman	Shun-I Chu	8	-	100%	Reelected on 2025/06/17
Director (Note 1)	Gordon Yang	-	8	0%	Reelected on 2025/06/17
Director	Yuh-Long Chen	4	-	100%	Term expired
Director	Ping-Chin Li	8	-	100%	Reelected on 2025/06/17
Director (Note 2)	Wayne Hwang	8	-	100%	Reelected on 2025/06/17
Director	Jyuo-Min Shyu	4	-	100%	Reelected on 2025/06/17
Director	Ping-Jie Chu	7	1	87.5%	Reelected on 2025/06/17
Independent director	Chin-Tang Liu	8	-	100%	Reelected on 2025/06/17
Independent director	Chin-Liang Wang	7	1	87.5%	Reelected on 2025/06/17
Independent director	Yi-Bing Lin	8	-	100%	Reelected on 2025/06/17
Independent director	Shing-Hai Wei	4	-	100%	Elected on 2025/06/17

Note 1: Director Gordon Yang resigned on November 11, 2025.

Note 2: Director Wayne Hwang resigned on March 30, 2026.

Other matters to be disclosed by the Board of Directors:

I. Concerning the circumstances and board resolutions where other independent directors have expressed opposition or qualified opinions that have been noted in the record or declared in writing, as referred to in Article 14-3 of the Securities and Exchange Act:

A. The circumstances referred to in Article 14-3 of the Securities and Exchange Act: The Company has established the Audit Committee. Therefore, Article 14-3 of the Securities and Exchange Act shall not apply. For relevant information, please

refer to the “Operations of the Audit Committee” in this Annual Report.

B. Board resolutions where other independent directors have expressed opposition or qualified opinions that have been noted in the record or declared in writing: none.

II. Status of directors' recusing themselves due to a conflict of interest:

A. On March 3, 2025, except Director Shun-I Chu, Director Gordon Yang and Director Ping-Jie Chu, abstained from voting due to conflict of interest concerns. All other Board members in attendance voted in favor of the 7th proposal for 2024 compensation to Chairman and managerial officers.

B. On May 5, 2025, except Director Shun-I Chu, Director Gordon Yang, Director Ping-Chin Li, Director Wayne Hwang, Director Chin-Tang Liu, Director Chin-Liang Wang, Director Yi-Bing Lin and Director Ping-Jie Chu, abstained from voting due to conflict of interest concerns. All other Board members in attendance voted in favor of the 4th proposal for lifting the noncompetition restriction on Zyxel Group's sixth term directors.

C. On June 25, 2025, except Director Chin-Tang Liu, Director Chin-Liang Wang and Director Yi-Bing Lin, abstained from voting due to conflict of interest concerns. All other Board members in attendance voted in favor of the 3rd proposal to appoint members of the sixth term Compensation Committee.

D. On June 25, 2025, except Director Chin-Liang Wang, abstained from voting due to conflict of interest concerns. All other Board members in attendance voted in favor of the 4th proposal to establish an industry-academia collaboration and academic feedback mechanism agreement with National Tsing Hua University.

E. On June 25, 2025, except Director Yi-Bing Lin, abstained from voting due to conflict of interest concerns. All other Board members in attendance voted in favor of the 5th proposal to establish an industry-academia collaboration and academic feedback mechanism agreement with National Yang Ming Chiao Tung University.

F. On August 4, 2025, except Director Shun-I Chu and Director Ping-Jie Chu, abstained from voting due to conflict of interest concerns. All other Board members in attendance voted in favor of the 6th proposal for lifting the non-competition restriction on Zyxel Group's managerial officers.

G. On November 3, 2025, except Director Shun-I Chu, Director Gordon Yang and Director Ping-Jie Chu, abstained from voting due to conflict of interest concerns. All other Board members in attendance voted in favor of the 3rd proposal for 2026 compensation projections for Zyxel Group's Chairman and managerial officers.