Operations of Remuneration Committee

A total of 2 Remuneration Committee meetings were held in 2025. The attendance is stated as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Member (Convener)	Chin-Tang Liu	2	-	100%	Reelected on 2025/06/25
Committee Member	Chin-Liang Wang	2	-	100%	Reelected on 2025/06/25
Committee Member	Yi-Bing Lin	1	-	100%	Elected on 2025/06/25
Committee Member	Shing-Hai Wei	1	-	100%	Term expired

The Remuneration Committee's proposals and resolutions of the Remuneration Committee and resolutions in 2025 and Zyxel Group's response to the Committee members' opinion are stated as follows:

Date	Meeting	Proposal	Resolution	The Company's response to the Remuneration Committee members' opinion
March 3, 2025	6th Meeting of 5th Committee	2024 compensation to chairman and managerial officers.	Approved by all of the Committee members	Approved by all attending directors in the Board meeting
		2024 remuneration to employees and directors.		
		Contribution rates of 2025 remuneration to employees and directors.		
November 3, 2025	1st Meeting of 6th Committee	2026 compensation projections for Zyxel Group's chairman and managerial officers.		
		2025 managerial allocation plan for restricted stock awards		
		Abolish the "Zyxel Group Corporation Managerial Performance Bonus Policy" and establish the "Compensation		

		Policy for Directors, Functional Committees, and Managers."		

Other matters to be disclosed by the Remuneration Committee:

I. If the board of directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion: none.

II. Resolutions of the remuneration committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: none.