

Certificate of Completion

This is to certify that

Simon Kopyla

has successfully completed the requirements of
Zyxel Nebula Day

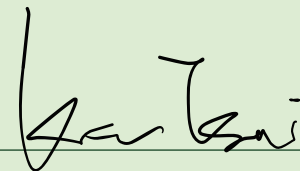
Company: SO-HEXAWIN

ZYXEL
NETWORKS

04/23/2026

Issue Date

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Ken Tsai
President
Zyxel Networks Corp.