



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental
Sustainability

CH5 People and Society

Appendix

About the Report

GRI 2-2, 2-3, 2-5, 2-14

D-Link maintains a good and smooth communication channel with stakeholders, and has been regularly issuing sustainability reports and disclosing relevant information on the Company's website since 2013. This report, D-Link's "2024 Sustainability Report" (hereinafter referred to as "the Report") aims to present D-Link's efforts and achievements in implementing sustainable development to stakeholders.



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

Appendix

Report Writing Basis

The Report is prepared in accordance with the Global Reporting Initiative (GRI¹) Standards, and complies with the "Operating Measures for the Preparation and Reporting of Sustainability Reports by Listed Companies" and the Standards—Hardware of the Sustainability Accounting Standards Board (SASB²), while referring to the Task Force on Climate-related Financial Disclosures (TCFD³) framework, and the Integrated Reporting Framework (IR⁴). It also spontaneously responded to the 17 Sustainable Development Goals (SDGs⁵) of the United Nations and the United Nations Global Covenant (UNGC⁶). Please refer to the appendix for details (P.177).

Report Period

The Report is the 12th sustainability report of D-Link, which reveals the performance information of D-Link's responses to material topics and actions for the year 2024 (January 1 to December 31, 2024).

Disclosure Scope

The financial data in this report cover the business performance of the parent company and 50 subsidiaries⁷ ; The scope of disclosure of non-financial performance mainly covers the D-Link Headquarters and all operating sites of the Taiwan branch, and only some of the information scopes cover overseas subsidiaries, such as the number of employees and their distribution. If calculated based on consolidated operating revenue, it accounts for 23.0%.

Data Description

The source of the financial performance data in the Report is the operating performance of the parent company and subsidiaries disclosed in the Company's 2024 Annual Report. Environmental disclosures are based on information within the Taipei Headquarters boundary, while social disclosures extend to the Taipei Headquarters (including the Tainan warehouse) and various branch locations in Taiwan (such as the Hsinchu office, Taichung office, and Kaohsiung office). The financial data in the report was publicly disclosed after being certified by CPAs, and the relevant carbon emission information has been verified by a third-party impartial unit. Other statistical data disclosed in the report are all the results of the Company's statistics and survey and are presented using the commonly used numerical description method. If any relevant information is redrafted, it will be explained in the appendix. No relevant information has been redrafted in the Report.

Report Management and Review

The data or information disclosed in the Report are provided by various competent and responsible departments to the ESG Office for compilation, then managed and reviewed in the following methods.

- **Internal control and audit :** The data or information disclosed in the Report are provided by various competent and responsible departments to the ESG Office for compilation, then reviewed by the Corporate Auditor's Office before being submitted to the Chairman, ESG Committee and Board of Directors for review and approval in sequence.

¹ Global Reporting Initiative

² Sustainability Accounting Standards Board

³ Task Force on Climate-related Financial Disclosures

⁴ Integrated Reporting Framework

⁵ Sustainable Development Goals

⁶ United Nations Global Compact

⁷ Please refer to P.131 of the Company's "2024 Annual Report"


External Verification

Type	Items	Verification Unit
Finance Data	2022 to 2024	KPMG Taiwan
Quality Management Data	ISO 9001:2015	AFNOR
Occupational Safety and Health Data	ISO 45001:2018	BSI
Environment Data	ISO 14001:2015 ISO 14064-1:2018	SGS AFNOR
Information Security	ISO/IEC 27001:2022 BS 10012:2017 IEC 62443-4-1:2018	TUV AUSTRIA TUV AUSTRIA TUV NORD
Intellectual Property Management	TIPS (Grade A) Certification	The Institute for Information Industry entrusted by the Industrial Development Administration of the Ministry of Economic Affairs.
Sustainability Data	AA1000AS v3 Type 2 Moderate Level, GRI Standards, SASB Standards, TCFD.	TUV NORD

Issuance Information

Current published version	Published in June 2025
Disclosure period	January 1, 2024, to December 31, 2024
Next published version	To be published in June 2026
Previous published version	June 2024
First published version	June 2014

Chinese and English versions of the Sustainability Report are issued every year, and the annual reports are all published on the D-Link official website in the "[Sustainability Report Download](#)" section.



Contact Information

If you have any questions about the Report or have any suggestions for D-Link, please contact the Company through the following channels.

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About the Report

About D-Link

- [Message from the Chairman](#)
- Overview
- 2024 Sustainability Performance
- Awards and Honors

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

Appendix

Message from the Chairman [GRI 2-22](#)

In these years, technology tides have been driving the world forward, reshaping people’s lifestyles and continuously challenging people’s imagination about the future. At the core of the Internet technology industry, D-Link is a participant of time evolution, and a practitioner shouldering great responsibilities. I always believe that while it is important to grasp technologies and trends, adopting technology in a responsible manner is the only value we can leave for our descendants.

By reviewing every step in the past, I often reflect : what kind of mark do we leave for the next generation through every choice and action we make now ? Whenever I ask myself this question, a poem I read when I was young always emerges in my mind :

Who are you, reader, reading my poems an hundred years hence?

I cannot send you one single flower from this wealth of the spring, one single streak of gold from yonder clouds. Open your doors and look abroad.

From your blossoming garden gather fragrant memories of the vanished flowers of an hundred years before.

In the joy of your heart may you feel the living joy that sang one spring morning, sending its glad voice across an hundred years.

— The Gardener 85. By Rabindranath Tagore —

We cannot foresee the world after a hundred years, but every action planned carefully now, is the seed planted for the future. I firmly believe that sustainable development not only relies on the refinement of technology, but also on the robustness of governance and organization. The diversity and professionalization of the Board of Directors, as well as the long-term cultivation of talent, are the essential foundation for us to move toward a sustainable future.



About the Report

About D-Link

- [Message from the Chairman](#)
- Overview
- 2024 Sustainability Performance
- Awards and Honors

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

Appendix

In 2024, we have upheld the vision of "Leading Smart Living and Creating Sustainable Value" by integrating environmental care, social engagement, and corporate governance into our operational strategy. Whether it is optimizing the production process, promoting the application of environmentally friendly materials, or deepening social welfare and caring for local communities, D-Link has fulfilled its corporate citizenship commitment with steady and solid steps.

In the future, D-Link will continue to work with stakeholders to cultivate sustainable development and fulfill corporate responsibility. In terms of the environment, taking "D-Link Green" as the pillar, we reduce the possible negative impact on the environment during the design, function, material, and packaging stages of the product life cycle. In the aspect of society, we continue the core of "more local, more welfare to the public", to cultivate various social engagement projects. Internally, we have strengthened our career development plans and cultivated talent for the industry. For the governance, we also uphold ethics and transparency to create shareholder profits and are responsible for our stakeholders.

Sustainability is not a goal to be achieved in one step, but rather a marathon that spans generations. As mentioned in Tagore's poem, the joy of transcending time and space underlies in our every current choice and action. Every D-Linker is a companion of this path, and takes on the mission of being common wellness to the environment, society, and the future of the enterprise. I wish that every seed of hope we plant today can be turned into warm light in the future and leave a touching and beautiful memory for the world in the next hundred years.

Chairman *Victor Kuw*





About the Report

About D-Link

- Message from the Chairman
- Overview
- 2024 Sustainability Performance
- Awards and Honors

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

Appendix

Overview [GRI 2-1, 2-6, 2-7](#)

D-Link was established in 1987 and its own "D-Link" brand products are sold around the world. It has been listed on Taiwan Stock Exchange in October 1994 with the stock code 2332. The Company's paid-in capital is NT\$6 billion, and the consolidated revenue in 2024 was NT\$14.4 billion. Please refer to the Company's 2024 Annual Report for detailed financial information.

▼ Number of Employees Worldwide and Consolidated Financial Information

	2022	2023	2024
Number of Operating Locations	82	90	90
Total Number of Employees	1,652	1,593	1,460
Headquarters (Including the Number of Employees in Taiwan Branch)	515	518	460
America	76	73	60
Europe	434	457	431
Asia and Others	627	545	509
Capital Amount	5,998	6,028	6,024
Total Assets	15,422	16,621	16,491
Net Sales	17,078	15,941	14,395
America	1,332	1,223	858
Europe	4,888	4,257	3,304
Asia and Others	10,858	10,461	10,233

* All amounts in this table are denoted in New Taiwan Dollars (NTD) in millions.
* The regional classification of financial data is based on the financial reports in the annual reports of each respective year.

Founded in Taiwan, D-Link is a globally recognized leader in the networking and communications industry, known for its strong market presence and trusted performance worldwide. Guided by its brand commitment of "MIT quality, creative innovation, solution-oriented, one-stop service, and sustainable design", D-Link is dedicated to delivering superior user experiences to customers across the global networking ecosystem. With nearly 40 years of industry experience, D-Link has built a solid international reputation and has partnered with valuable global clients to pave a new digital Silk Road and shape a smarter future.

Since joining the Taiwan Steel Group in 2020, D-Link has reinforced its role as a global leader in smart networking solutions. The Company integrates three core strengths—Intelligent functionality, Made-in-Taiwan quality, and sustainable manufacturing—to drive innovation in both products and services. D-Link's commitment to corporate sustainability has earned international acclaim, including high rankings in corporate governance and ESG assessments, as well as numerous international design awards.

As a global networking brand, D-Link not only provides hardware, but also enhances market competitiveness through comprehensive end-to-end network solutions and cloud-based management services. With growing global demand for faster and more seamless connectivity, D-Link continues to evolve and deliver high-performance, reliable networking experiences for individuals, families, businesses, and industries alike.

D-Link's core product portfolio includes switches, wireless networking equipment, broadband devices, digital home products, and cloud-based solutions. Widely adopted by SMEs and households around the world, D-Link's offerings serve a broad customer base—including individual consumers, enterprise users, and telecom service providers. Since its inception, the Company has remained committed to globalization, internationalization, and localization—focusing on the R&D, design, development, and marketing of advanced networking products and services to meet the diverse needs of global markets.

Looking ahead, D-Link will continue to integrate global resources to create greater synergy, reinforcing its leadership in smart networking and full-scope connectivity solutions. Guided by its brand vision, "One Connection • Infinite Possibilities", D-Link aims to accelerate digital transformation and deliver innovative solutions across industries—from healthcare and transportation to finance, home security, and arts and culture—unleashing the boundless value of digital connectivity and shaping a more connected future.



About the Report

About D-Link

- Message from the Chairman
- Overview
- 2024 Sustainability Performance
- Awards and Honors

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

Appendix

D-Link Business Architecture

Market Positioning	Global Leader to Provide Intelligent Network Equipment, Solution & Management Platform		
Brand Promises	MIT Quality, Creative Innovation, Solution Oriented, One-Stop Service, Sustainable Design		
Brand Slogan	One Connection · Infinite Possibilities		
Target Business	Consumer	Commercial	Industry
Product Vision	Shaping D-Link Smart Lifestyle	Building Wireless Network Infrastructure	Driving Ubiquitous IIoT Connectivity
Product Connectivity	<ul style="list-style-type: none">• Router, mesh router, extender, adapter• Matter-certified IoT gateway and device, IP camera• 4G/5G Routers, Mobile Hotspot & USB adapter• Peripheral	<ul style="list-style-type: none">• Switch from Core to Edge• Enterprise Wi-Fi AP• SOHO & Business VPN Router• Fiber Connection & Converter	<ul style="list-style-type: none">• Industry Switch/ Wi-Fi AP/ Client• Industry VPN Router/ IIoT GW• 4G/5G M2M/ IIoT/ Transit GW• Industry Wireless IIoT & Client
Product HMI	<ul style="list-style-type: none">• Water sensor, window sensor, motion sensor• Smart plug • IP camera	<ul style="list-style-type: none">• Kiosk, Digital Signage, Touch Screen• IP-Cam, HMI	<ul style="list-style-type: none">• Kiosk, Digital Signage, Touch Screen• IP-Cam, HMI
Platform	AQUILA PRO AI	nuclias	D-ECS cloud
Solutions	<ul style="list-style-type: none">• Connected Home ; Smart Home• Rural Broadband & Fixed Wireless• On the Go : Internet everywhere• Work at Home : Lifestyle workforce	<ul style="list-style-type: none">• Nuclias On the Go : for Business Trip• Nuclias SOHO : for Small & Home Office• Nuclias Connect : Medium to Large• Nuclias Hyper : Multisite & Hyper Scale	<ul style="list-style-type: none">• Topology : Linear/ Ring/ Star/ Fiber extend• M2M : WAN Extension & Remote Access• IIoT: RTU & Site Networking• In-Vehicle : Networking & Telematics
Application & Service	Service Subscription : Cloud Recording & APP Integration	Service Subscription : Device Setup, Topology View, Status Monitor	Service Subscription : 4G/5G Connection setup & Status Monitor

About the Report

About D-Link

- Message from the Chairman
- Overview
- 2024 Sustainability Performance
- Awards and Honors

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

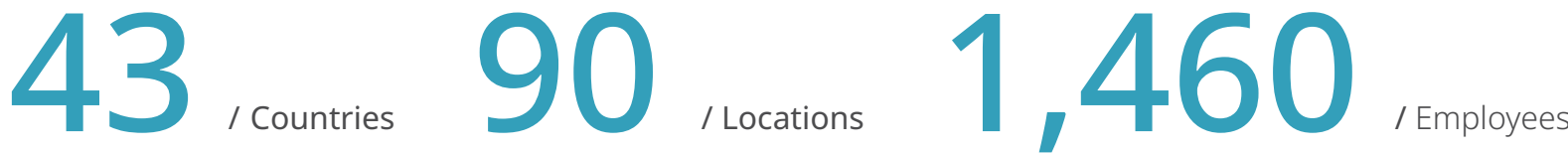
CH5 People and Society

Appendix

D-Link Global Distribution Map

D-Link has established 90 sales / operational sites across 43 countries worldwide, with its global headquarters located in Neihu District, Taipei. Supported by a dedicated team of approximately 1,460 employees, the Company delivers networking equipment and services

to individuals, households, businesses of all sizes, and various industries. D-Link continues to lead the way in developing comprehensive network infrastructure solutions and AI-powered cloud management services through strong teamwork and collaboration.



About the Report

About D-Link

- Message from the Chairman
- [Overview](#)
- 2024 Sustainability Performance
- Awards and Honors

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

Appendix

D-Link's Product & Service

Product Vision

D-Link offers a comprehensive portfolio of networking products and solutions, embodying the concept of "One Connection • Infinite Possibilities". The Company's diverse range of products and services covers three main segments : consumer, commercial, and industrial. D-Link provides optimized and intelligent end-to-end networking solutions tailored to meet the needs of different environments and users.



About the Report

About D-Link

- Message from the Chairman
- [Overview](#)
- 2024 Sustainability Performance
- Awards and Honors

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

Appendix

Main Products

Based on the operating revenue share of each product line in 2024, the order is switch products, wireless networks and IoT products, mobile and broadband network products, and other products. The Company discloses the share of operating revenue of each product line on a quarterly basis. Please refer to the quarterly financial briefing for details.

Consumer Product Line

Home Wi-Fi

- Router / Mesh Router / SOHO Router / Travel Router
- Extender • USB Adapter/ PCIe Adapter

IoT Smart Home

- IoT Gateway
- IP Camera • Smart Plug

4G/5G

- ODU and IDU / Indoor CPE
- Wi-Fi Mobile Hotspot / USB Adapter

Peripheral

- USB-C Hub / Docking Station
- SSD Enclosure
- Power Bank • GaN Charger

Broadband

- xDSL Routers
- xDSL IAD
- GPON SFU
- XGSPON SFU



Commercial Product Line

Switches

- L3 & L3 Lite Managed Switch
- Micro Data Center
- Stackable Smart (L2+) Switch
- Standard & Easy Smart Switch
- Unmanaged Switch
- PoE Switch

Peripheral

- Active Fiber
- Directed Attached Cable

Enterprise & Smart AP

Business Router

Management

- Nuclias Network Controller
- D-View



Industrial Product Line

4G/5G

- 4G / 5G (PoE) Modem
- 4G / 5G Router
- 4G / 5G IIoT GW
- 4G / 5G Transit GW

IIoT

- IIoT Router/ GW
- IIoT Switch
- IIoT AP / Client

Enterprise & Smart AP

Management

- D-ECS



About the Report

About D-Link

- Message from the Chairman
- Overview
- 2024 Sustainability Performance
- [Awards and Honors](#)

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

Appendix

Important Notes in 2024

Month

02

- Achieved strong results in the S&P Global Sustainability Assessment, ranking in the top 4% of the industry and securing the 5th position in the global communication equipment industry.

05

- Ranked in the top 5% in the "10th Corporate Governance Evaluation" with a total score of 106 points, making it the only new entrant from the networking industry.

06

- Awarded the "Best Attractiveness Award" in the first Best Employer Awards by 104 Job Bank.
- Won the "Special Prize for Best of Show Award in Mobile Computing" at Interop Tokyo 2024 for AQUILA PRO AI MS30N.



08

- Won the "Silver Award" at TSAA 2024.



11

- Won the "Top 100 Taiwanese Sustainable Corporates Award" while receiving the "Gold Class CSR Award" and the "Best Practice Award" for Creative Communication Leadership at TCSA 2024.
- Listed for the 2nd time in Business Weekly's Carbon Competitiveness Top 100, with the highest carbon productivity growth rate in the telecom industry and ranked among the Top 3 in the list.
- Achieved excellent results in the S&P Global Sustainability Assessment, ranking in the top 3% of the industry, and was selected for inclusion in the 2025 Sustainability Yearbook.

12

- Honored with the "Wireless Router of the Year" at the IoT Breakthrough Award 2024 for AQUILA PRO AI MS30 Kit.



About the Report

About D-Link

- Message from the Chairman
- Overview
- 2024 Sustainability Performance
- Awards and Honors

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

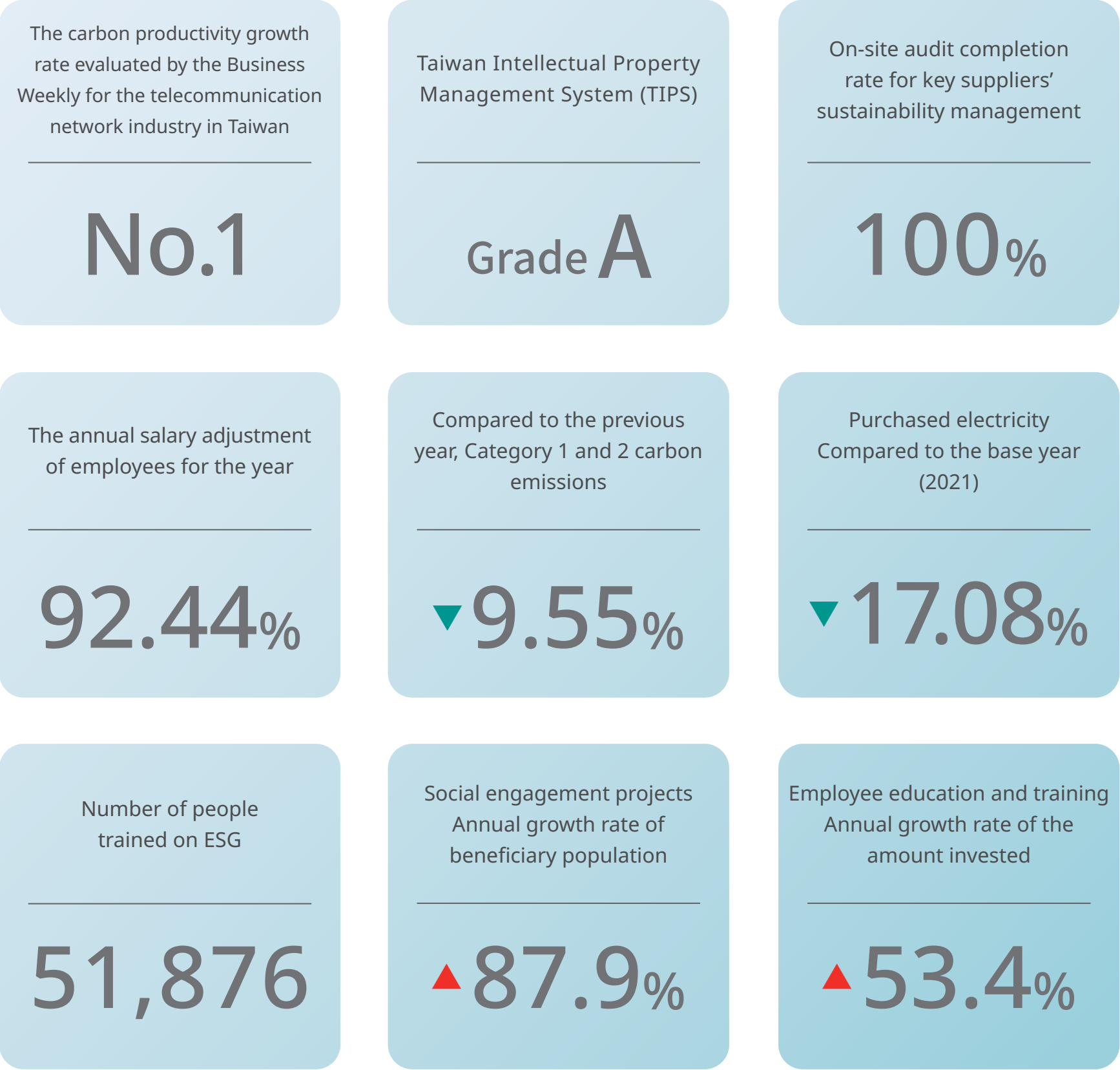
CH4 Environmental Sustainability

CH5 People and Society

Appendix

2024 Sustainability Performance

In addition to actively developing its own business, D-Link is also committed to strengthening governance, contributing to the friendly environment, and benefiting society in 2024, and has achieved remarkable achievements in all aspects of ESG.



*Corporate Sustainability Assessment

About the Report

About D-Link

- Message from the Chairman
- Overview
- 2024 Sustainability Performance
- Awards and Honors

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation


CH4 Environmental Sustainability

CH5 People and Society


Appendix

Awards and Honors


Recognized with 6 Sustainability-Related Awards




TSAA Taiwan Sustainability Action Awards
Sliver




TCSA Taiwan Corporate Sustainability Awards
Corporate Sustainability Reporting Awards Gold Award




TCSA Taiwan Corporate Sustainability Awards
Creative Communication Leadership Award



TCSA Taiwan Corporate Sustainability Awards
Taiwan's Top 100 Sustainable Companies Award



Business Weekly's Carbon Competitiveness Top 100
• Earned the highest carbon productivity growth rate in the telecom industry
• Ranked among Top 3 in the list.



104 Corporation Best Employer Brand
Best Employer Awards

Achieved Impressive Performance in 4 Major Domestic and International ESG Evaluations

57

S&P Global Corporate Sustainability Assessment (CSA) (Date 2024.11)
Ranked in the top 3% of the industry and among the Top 3 in the global communication equipment sector

4.4

FTSE Russell ESG Rating (Date 2024.12)
Total score ↑15.8%, environmental aspect ↑40%, social aspect ↑8.9%
The governance aspect has obtained full marks for 3 consecutive years

B

CDP Climate Change Rating (Date 2025.02)
Achieved a four-grade improvement from D to B within 3 years

106.04

Corporate Governance Evaluation (Date 2025.04)
Ranked in the top 5% of listed companies for 2 consecutive years

Honored with 18 Awards for Excellence in Products and Services

 <p>Taiwan Excellence 2024 (AQUILA PRO AI series)</p>	<p>Yanko Design Best of MWC 2024 (M30 / M60)</p>	<p>Muy Computer Best Mesh Solution of the Year 2024 (M30 / M60)</p>
 <p>IoT Breakthrough Award 2024 Wireless Router of the Year (MS30 Kit)</p>	<p>Les Lecteurs Numériques First Prize in Category Computer (M30)</p>	<p>Dataholic Gold Award (R15)</p>
 <p>Interop Tokyo 2024 The Special Prize for Best of Show Award in Mobile Computing (MS30N)</p>	<p>Future Security Awards Best AI Innovative Product (AQUILA PRO AI series)</p>	<p>Hardware Point Checked (G416)</p>

ICT Champion Awards 2024	Networking Brand
Cyber AI Summit & Awards 2024	Best AI-Enabled Network Provider
Reseller ME Awards	Innovative Cloud Vendor
CIO Awards	SME Networking Brand
Technology Awards	SMB Networking Vendor
GEC Awards 2024	Top Vendor SMB Networking
Future Enterprise Awards 2024	Best Networking Vendor
Chip	Leading Support
CXO DX Future Workspace Summit & Awards 2024	Cloud Networking Vendor Award

*For the introduction of the annual award-winning products, please refer to Chapter 3.4 " Research, Development & Innovation" (P.86)