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Sustainable Operations

Responding to Material Topics

- Sustainable Development Strategy

Major Stakeholders

- Customers / Clients
- Employees
- Shareholders / Investors
- Suppliers / Business Partners
- Subsidiaries

chapter

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1.1 Sustainability Vision and Strategies GRI 2-13, 2-22, 2-23, 2-24, 3-3

With the sustainability vision of "Leading Smart Living, Creating Sustainable Value", D-Link is moving toward the vision that is linked to the United Nations Sustainable Development Goals (SDGs), based on 4 core spirits and 7 sustainability management competence, and shaping sustainable value with corporate identity.





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▲ Connotation of D-Link’s Sustainability Vision

Diversity

Pursue social inclusion with diverse and equitable policies and programs

Leverage

Utilize industry functions and corporate valaues to pursue maximum impact

Integrity

Establish a management mechanism with honesty and integrity to reduce operational risks and pursue sustainable development

Net-Zero

Optimize the efficiency of energy and resource use, and reduce the impact on the environment and ecology with a sustainable operation model

Knowledge

Strengthen industry functions through innovation and R&D capabilities to meet human development needs and share results with society



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Management Approaches for Sustainable Development Strategy

Material Topics	Significance for D-Link	Impacts on Value Chain*			Response Policies and Measures	Management Actions
		Suppliers / Business Partners	D-Link / Subsidiaries	Customers / Clients		
Sustainable Development Strategy	Corporate sustainability is rooted in the sustainable development of the environment and society. The stable environment and society are the essential foundation for the sustainable development of the enterprise. While pursuing operational profit, D-Link also values the balance of ESG aspects to mitigate related risks and challenges, while grasping possible opportunities and advantages.	●	●	●	A dedicated unit has been established to formulate the Company's sustainable development strategies, implement the promotion of sustainable development policies, and track and manage the results thereof.	D-Link has an ESG Committee to assist the Board of Directors in promoting sustainable development practices to realize the vision of sustainable management ; it also has an ESG Office under the Committee, and through functional ESG Task Force, regular meetings are held every month to review and discuss the Company's core operating capabilities with the heads and responsible colleagues of each center, jointly formulate ESG development strategies, and optimize them on a rolling basis.

* ● Direct impact; ○ Indirect impact

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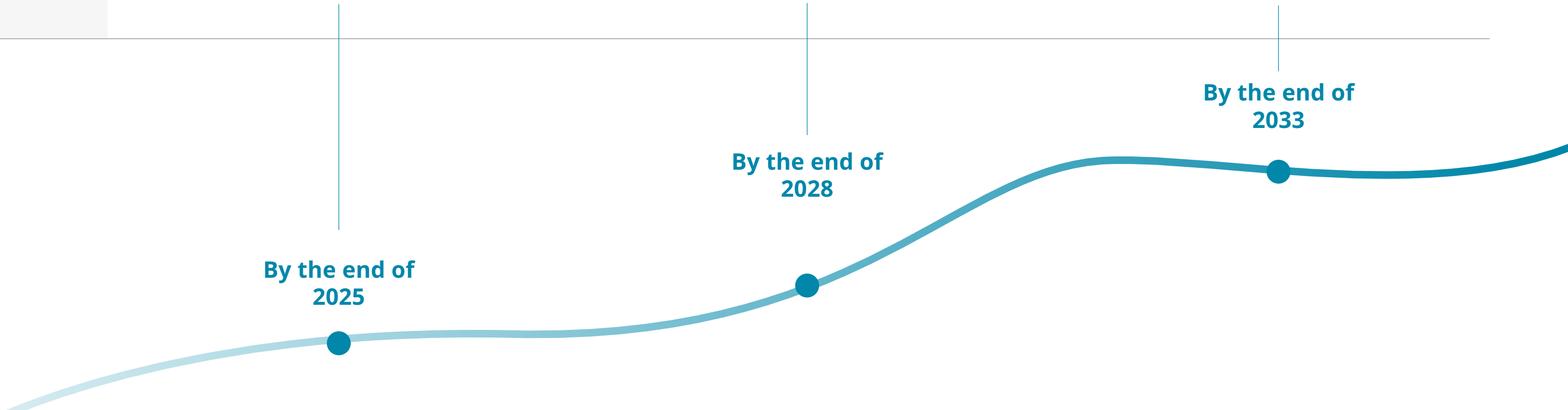
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Short / Medium / Long-Term Goals for Sustainable Development Strategy

Material Topics	Short-Term	Medium-Term	Long-Term
Sustainable Development Strategy	<ul style="list-style-type: none">• Through international ESG assessments and comparisons, we grasp global sustainable development trends and continuously review the suitability of our sustainable development strategies and goals.• Incorporate ESG-related indicators into the KPI of units and employees.• We continuously organize internal and external sustainability education courses and workshops to enhance the sustainability literacy of our colleagues and shape a sustainable corporate culture.• We proactively provide sustainable development and ESG-related news and resources to stakeholders to exert brand influence and strengthen sustainable development momentum.• The Company actively responds to government policies, plans diversified cooperation with the cultural industry to build a sustainable ecosystem of cross-disciplinary common wellness and expand the influence of corporate sustainability.	<ul style="list-style-type: none">• Implement the sustainable development strategies through the sustainable development program and combining the seven sustainable management capabilities, so as to create culture internally and image externally.• Link the sustainable development performance with each employee's KPI.• Plan and execute internal ESG proposal competitions within the Company.	<ul style="list-style-type: none">• Link the functions and industrial characteristics of the networking equipment industry, leading smart living, creating sustainable value together.• Gradually achieve the goal of net-zero emissions by 2050.



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Achievement Status of Sustainable Development Goals for 2024

Material Topics	Goals in 2024	Management Performance	Achievement Status
Sustainable Development Strategy	<ul style="list-style-type: none">• It keeps abreast of the global sustainable development trends through international ESG evaluation / scoring and reviews the appropriateness of sustainable development strategies and goals on a rolling basis.• The ESG-related indicators are included in the KPIs of units or employees.• The internal and external sustainability educational courses / workshops are continuously organized to enhance the sustainability literacy of the employees, and shape a sustainable corporate culture.• The new information or resources related to sustainable development/ESG are actively provided to stakeholders to exert brand influence and strengthen sustainable development momentum.	<ul style="list-style-type: none">• D-Link was ranked among the top 3% of the global network communication equipment industry in S&P Global CSA¹ and selected for the 2025 Sustainability Year². Its FTSE Russell ESG scores increased by 15.8% from the previous year. In addition, the Company reviews the implementation of various sustainability indicators on a regular basis. For issues that still have room for improvement, the Company optimizes the ESG sustainable development strategy goals through quarterly tracking and annual reviews.• Supervisors at all levels are instructed to accommodate the promotion of ESG operations, to incorporate corresponding indicators into the annual work targets of the unit or employees, and set appropriate weights.• Through a comprehensive ESG education and training framework, we continue to provide relevant education and training to employees, the ESG Task Force, and senior management. We also extend the basic courses to external stakeholders. In 2024, two physical ESG education and training sessions were held, and a total of 51,876 people viewed / read the ESG education and training articles / short films.• Based on the external ESG survey questionnaires received, we regularly compile and prepare the "ESG FAQ" to be updated and announced on the internal website every year to help the employees understand the development trends of sustainability issues and use it as the basis for responding to customer ESG due diligence in a timely manner, demonstrating D-Link’s resilience and brand competitiveness.• In order to enhance the sustainability, resilience, and ESG knowledge of the entire industry chain, starting from 2024, the Company has regularly published the e-newsletter to share the Company’s sustainable vision, governance structure, and implementation status with suppliers, and has detailed the principles, spirit, and specific implementation measures of the promotion measures, seeking to drive the value chain to jointly cultivate sustainable development and regard it as the most valuable corporate investment.	<div>✓</div>

1. Corporate Sustainability Assessment
2. The S&P Global Sustainability Yearbook

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1.2 Sustainable Management Structure GRI : Self-defined topics

D-Link adopts sustainable development as its business policy and sets up the ESG Committee as the highest management unit for ESG related matters. Through the collaboration of the ESG Office and each department, the Company collectively examines and discusses its core operational capabilities and sets directions for development and improvement. With a top-to-down governance structure supported by cross-departmental integration, D-Link proves its strong commitment to corporate sustainability development.

1.2.1 ESG Committee

1.2.2 ESG Office

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1.2.1 ESG Committee

D-Link established the ESG Committee in 2021. The ESG Committee is responsible for assisting the Board of Directors to continuously promote programs related to sustainable development to enact the vision of sustainable management. For regulations regarding the ESG Committee, please refer to the "ESG Committee Charter".

Responsibilities of ESG Committee

- Formulate annual plans and strategy for sustainable development.
- Formulate sustainable development projects and activity plans.
- Track and review the implementation and effectiveness of the Company’s sustainable development annual plan, strategy, project and activity plan, and report to the Board of Directors at least once a year
- Other matters to be handled by the Committee upon resolution of the Board of Directors.

Operation of ESG Committee

The ESG Committee is composed of all independent directors and the chairman⁸, with 4 members. 3 meeting was held in 2024 and the attendance rate of members was 91.7%. For the professional qualifications and experience of members of the ESG Committee, and the 2024 meeting reports, discussions, and resolutions, please refer to the "ESG Committee" section on the official website.



⁸ Chairman was added in the second term

1.2.2 ESG Office

D-Link has established the ESG Committee to assist the Board of Directors in promoting sustainable development practices and realizing the vision of sustainable management. Under this committee, the Company has also set up the ESG Office, with two-thirds of its members holding sustainability management-related certifications, as well as a functional ESG Task Force. Monthly meetings are conducted to collectively review and discuss the Company's core operational capabilities with department heads and responsible colleagues from each center. These meetings aim to formulate ESG development strategies and continuously optimize them. This integration of sustainable development into the Company's management strategy ensures the promotion and implementation of tasks related to enterprise sustainable development.

Responsibilities of ESG Office and the ESG Task Force

ESG Office	ESG Office & ESG Task Force	Responsible Departments
<ul style="list-style-type: none">• Analysis of domestic and foreign sustainability-related trends and regulations, and provision of integration advice.• Organize and integrate ESG-related initiatives.• Responsible for conducting monthly task force meetings.	<ul style="list-style-type: none">• Address ESG-related material topics and concerns raised by stakeholders.• Developing ESG Project Plans.• Track and manage the progress of ESG strategic goals.	<ul style="list-style-type: none">• Deliberate on detailed approaches and execute them.• Regularly report on implementation progress.

Formulated jointly by the ESG Office and ESG Task Force and approved by the Board of Directors, the ESG strategic goals serve as the core for D-Link's related project initiatives. Besides quarterly tracking of implementation progress and reporting at regular meetings, an annual report is submitted to both the ESG Committee and the Board of Directors to ensure thorough review, improvement, and appropriate adjustments. To ensure the ESG strategic goals align with global sustainable development trends and stakeholder expectations, a comprehensive review and update is conducted every 2 years; the latest update was completed at the end of 2023 , with the next scheduled for early 2026. For more details on the implementation status of ESG strategic goals and additional information, please refer to the official website under the section titled "ESG Vision and Performance".

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▼ D-Link’s ESG Short / Medium / Long-Term Strategic Goals (2024-2033)

Aspect	Duration ¹	Strategic Goal
Environmental	Short-term	<ul style="list-style-type: none">• Continue to implement energy saving projects.• Upgrade CDP Evaluation Grade to C-Grade.• Obtain ISO 46001 Water Efficiency Management System Certification².
	Medium-term	<ul style="list-style-type: none">• Gradual upgrade of air conditioners.• Complete the carbon inventory and verification of consolidated subsidiaries.• Assessment of the introduction of ISO 14067 product carbon footprint standard.• Promote active reduction of carbon emissions to the supply chain.
	Long-term	<ul style="list-style-type: none">• Installation of solar photovoltaic equipment.• 2030 green power procurement target of 17.5%.• Pass ISO 50001 energy management system certification.
Social	Short-term	<ul style="list-style-type: none">• Formulate a plan for the reserve cadre personnel for key positions.
	Medium-term	<ul style="list-style-type: none">• Optimize remuneration competitiveness.
	Long-term	<ul style="list-style-type: none">• Continue to promote sustainable human rights risk assessment.
Governance	Short-term	<ul style="list-style-type: none">• Maintenance of Taiwan Intellectual Property Management System.• Build sustainability and resilience of the supply chain.
	Medium-term	<ul style="list-style-type: none">• Continuously Enhancing the Sustaining Power of Corporate Governance².• Implement remuneration transparency for senior managers.
	Long-term	<ul style="list-style-type: none">• Evaluate and introduce external verification of ethical corporate management/ anti-bribery related management systems.• Include ESG performance as a criterion for business selection.• Evaluate and implement the ISO 20400 sustainable procurement guidelines.
Sustainable Products	Short-term	<ul style="list-style-type: none">• Promote and optimize sustainable product development and design planning.• Shaping D-Link's sustainable product features.
	Medium-term	<ul style="list-style-type: none">• Sustainable performance is enhanced in product design.• Discuss a product recycling plan.• Strive for international awards for sustainable products.
	Long-term	<ul style="list-style-type: none">• Continue to strengthen the influence of D-Link sustainable products.

1. Short-term: By the end of 2025 ; Medium-term: By the end of 2028 ; Long-term: By the end of 2033.
2. Targets revised and approved in early 2025.



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1.3 D-Link's Sustainable Value GRI : Self-defined topics

To respond to the high concern and expectation of global customers and capital markets on ESG issues, and join hands with stakeholders towards sustainability, D-Link is committed to promoting and integrating sustainable development strategies and operational core and integrating with the United Nations Sustainable Development Goals (SDGs). D-Link works with suppliers, employees, customers, communities and other stakeholders to jointly launch a number of governance, environmental and social action programs, and gradually realize the vision of sustainable development. Since 2022, the Company refers to the integrated reporting framework published by the International Integrated Reporting Committee and examined the input and output of six major capitals, including financial capital, manufactured capital, intellectual capital, human capital, natural capital, and social and relationship capital in the Company. It also launched an operating value chain, as an important reference indicator for corporate sustainable management, and helped stakeholders to understand and review the performance of D-Link in promoting sustainable development.





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▼Capital Input and Output in 2024

Currency: NTD

Six Major Capital Investments for the Year		Business Model		Six Capital Outputs of the Year		Sustainability Impact
Financial Capital	<p>Optimize operating profitability by making the best use of shareholders' capital and bank funds and managing financial resources effectively.</p> <ul style="list-style-type: none">Capital : NT\$6 billion	<div><div>Driving Upward</div><div>Stable Operation</div><div>Impact Downward</div></div>		<ul style="list-style-type: none">Profit before tax : NT\$360 million		Stable returns for investors / shareholders
Manufacturing Capital	<p>Manage suppliers to confirm that they provide products and services that meet customers' needs under conditions that meet society's expectations.</p> <ul style="list-style-type: none">Amount of cooperation with major suppliers : NT\$3.05 billion	<div><div>Upstream</div><div>Operation</div><div>Downstream</div></div> <div><div>Suppliers Business Partners</div><div>Investors / Shareholders Colleagues Subsidiaries</div><div>Customers Clients</div></div> <div><div>Sustainable Supply Chain</div><div>Risk Management Optimization of Operation Management</div><div>Professional Talent Cultivation</div><div>Innovation and R&D</div><div>Green Products</div><div>Local Care Globalization Operation</div></div>		<ul style="list-style-type: none">Operating revenue : NT\$14.4 billionPercentage of suppliers subjected to ESG implementation on-site audit / total : 85% / 7Percentage of major suppliers that were screened with environmental / socioeconomic criteria : 100%		Drive the value of industry supply chain
Smart Capital	<ul style="list-style-type: none">Invest in forward-looking, innovative products and services to continue creating product differentiation and market segmentation, strengthen our intellectual capital, and enhance the resilience of our operations.R&D devotion cost : approximately NT\$760 millionR&D manpower training hours / attendance : 825.5 hours / 204 attendance			<ul style="list-style-type: none">Number of patents obtained : 5Total number of valid patents worldwide : 93Consumer cloud solutions subscriptions of NT\$116.90 millionEnterprise cloud solutions subscriptions of NT\$95.30 million with a growth rate of 33.6%Received 18 prestigious awards recognizing outstanding products and services.		Assist customers / clients to achieve success in product and service applications
Human Capital	<ul style="list-style-type: none">Provide professional knowledge and skills to our employees, offer diversified benefits, and build cohesiveness so that they can grow with the Company.Contribution to welfare : approximately NT\$4.57 millionTraining and Education Expenses : approximately NT\$1,492,000			<ul style="list-style-type: none">Provided 46 benefits for colleagues.Total employee training hours : 8,557.7; average training hours per person were 18.6 hours, with 5.6% increase per year.Turnover rate of 25.0%, and voluntary resignation rate was 12.4%.		Create employment opportunities and employee well-being
Natural Capital	<p>Reduce natural energy and resource consumption, effective control, and pursuit of optimal use efficiency.</p> <ul style="list-style-type: none">Green Pack Program : NT\$560,000Procurement of energy-saving equipment and environmental labeling goods : approximately NT\$2,180,000	<div><div>Sustainability Management Competence</div><div>Corporate Governance</div><div>Innovation and R&D</div><div>Supply Chain Management</div><div>Customer Relationship Management</div><div>Environment Management</div><div>Human Resources Management</div><div>Stakeholder Engagement</div></div> <div><div>Brand Positioning</div><div>Global leading provider of networking solutions and intelligent networking devices</div></div>		<ul style="list-style-type: none">Annual reduction in electricity consumption : 4.12%.Category 1 and 2 carbon emissions reduced by 9.55% per year.Total waste volume decreased by 14.72% per year.		Preserve natural capital through environmental management
Social Capital	<p>Combine the functions of the networking equipment industry and invest resources and caring momentum to strengthen local links and help the disadvantaged, giving back to the community and gaining trust.</p> <ul style="list-style-type: none">Amount of investment in social participation activities : NT\$9.8 millionAmount of investment in brand management : approximately NT\$18.53 millionAmount of investment in customer service management : NT\$460 million	<div><div>Core Spirit</div><div>Entrepreneurship</div><div>Integrity</div><div>Accountability</div><div>Teamwork</div></div>		<ul style="list-style-type: none">Number of social engagement projects : 36, with a 20% increase per yearNumber of social participation activities. beneficiaries : 17,568, with a 87.9% increase per yearRecognized with 6 Sustainability-related awards.Received 2,433 positive reports from domestic and international media.Customer satisfaction score : 85		Create social welfare and nurture talent for industry

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1.4 Materiality Analysis and Stakeholder Engagement

D-Link continues to collaborate with stakeholders through various communication channels to inspire and shape diverse social values. For issues of concern to external society and stakeholders, it has also formulated relevant procedures to identify material topics with high risks or substantial impacts on the economy, environment, society, and human rights in the Company's operations. These issues are actively addressed through sustainability reports and other platforms.

- 1.4.1 Materiality Analysis
- 1.4.2 Stakeholder
- 1.4.3 Initiatives and Organizations





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1.4.1 Materiality Analysis GRI 2-12, 2-14, 2-29, 3-1, 3-2

Evaluation Procedure

D-Link continues to monitor domestic and international sustainable development trends, collecting sustainability issues of concern to stakeholders, and identifying key stakeholders in accordance with the AA1000 Stakeholder Engagement Standard (AA1000 SES)⁹. The Company also identifies material topics

in accordance with the 2021 version of the GRI Universal Standard, carefully assessing the significance of each sustainability issue's impact on economic, environmental, social, and human rights aspects. This serves as the foundation for disclosing information in the annual sustainability report and forms the basis for planning the sustainable development strategy.

▼ Materiality Assessment Measures

Category	Step	Key Performance	Measure
Continuously identifying and evaluating impacts	Step 1. Understanding the organization's context	5 types of major stakeholders	Identifying stakeholders : According to the five dimensions of AA1000 SES Stakeholder Engagement Standard, namely responsibility, influence, tension, diversity, and dependency, at the beginning of 2023, 11 heads of all departments filled out the relationship degree questionnaire* to confirm the types of stakeholders and evaluate the relationship degree of stakeholders. Finally, 5 types of stakeholders were identified according to their importance and their degree of influence stakeholders, such as customers / clients, shareholders / investors, employees, suppliers / business partners, subsidiaries etc., are ranked in order.
		19 main issues of concern	Collecting topics of concern : After compiling a total of 95 sustainability issues by referring to various sustainability standards (GRI, SASB), frameworks (TCFD), assessments (S&P, FTSE, CDP) , industry norms and standards, benchmark disclosures, and organizational operational goals, the ESG Task Force further evaluated each issue based on its "relevance to the Company / industry", "degree of impact on the economy, environment, and society", and "level of influence on corporate development". Through this process, the list was screened and refined down to 19 main issues of concern.
	Step 2. Identifying actual and potential impacts	308 questionnaires	Investigating the level of concern of stakeholders : Through a physical and online survey of stakeholders closely connected with D-Link, with certain degree of impact regarding the level of concern on 19 main issues of concern, while engaging them on key issues related to human rights protection. 308 questionnaires were retrieved in total with effective feedback.
		4 aspects of analysis	Analyzing operational impacts : The ESG Task Force and the senior executives at the center level and above, including those who have a full grasp of the Company's operations and highest authority to make decisions, such as the Chairman and CEO, conducted an impact analysis of the 19 major issues of concern, by assessing each issue from four major aspects, including the severity of negative impacts (including irrecoverability), the scale and scope of positive impacts, and the likelihood of positive and negative impacts, to fully analyze the degree of impact.
	Step 3. Assessing the significance of impacts	10 material topics	Confirming material topics : By combining the results of the survey of stakeholders and the analysis of the impact on operations, as well as the consideration of the global sustainable development trends and policies, plans of D-Link's ESG strategic goals, and the results of the human rights issues engagement, the significance of the 19 major issues of concern were sorted, and finally the top 10 issues were selected as the material topics to be reported as the first priority for the current sustainability report.
	Determine material topics for reporting	3 phases of review	Confirm the order of material topics : D-Link regards the identified material topics as material risks or opportunities requiring focused management, and the Company formulated corresponding management guidelines one by one, including response policies, measures, management actions, and short / medium / long-term goals. In addition, the relevant contents will be reported to the Chairman and CEO at the regular meetings of the ESG Task Force, and submitted for approval by the ESG Committee and Board of Directors.
		19 GRI topics	Confirm the corresponding disclosure items : The management guidelines and performance of each material topic have been disclosed in this report in accordance with the reporting requirements of the GRI Standards. Among the 10 major topics, 9 correspond to 19 GRI topic standards, and the other 1 is a customized topic.

*The most recent key stakeholder identification operation was conducted in early 2025. The identification results and engagement status will be disclosed in the "2025 Sustainability Report".

⁹AA1000 Stakeholder Engagement Standard (AA1000 SES)

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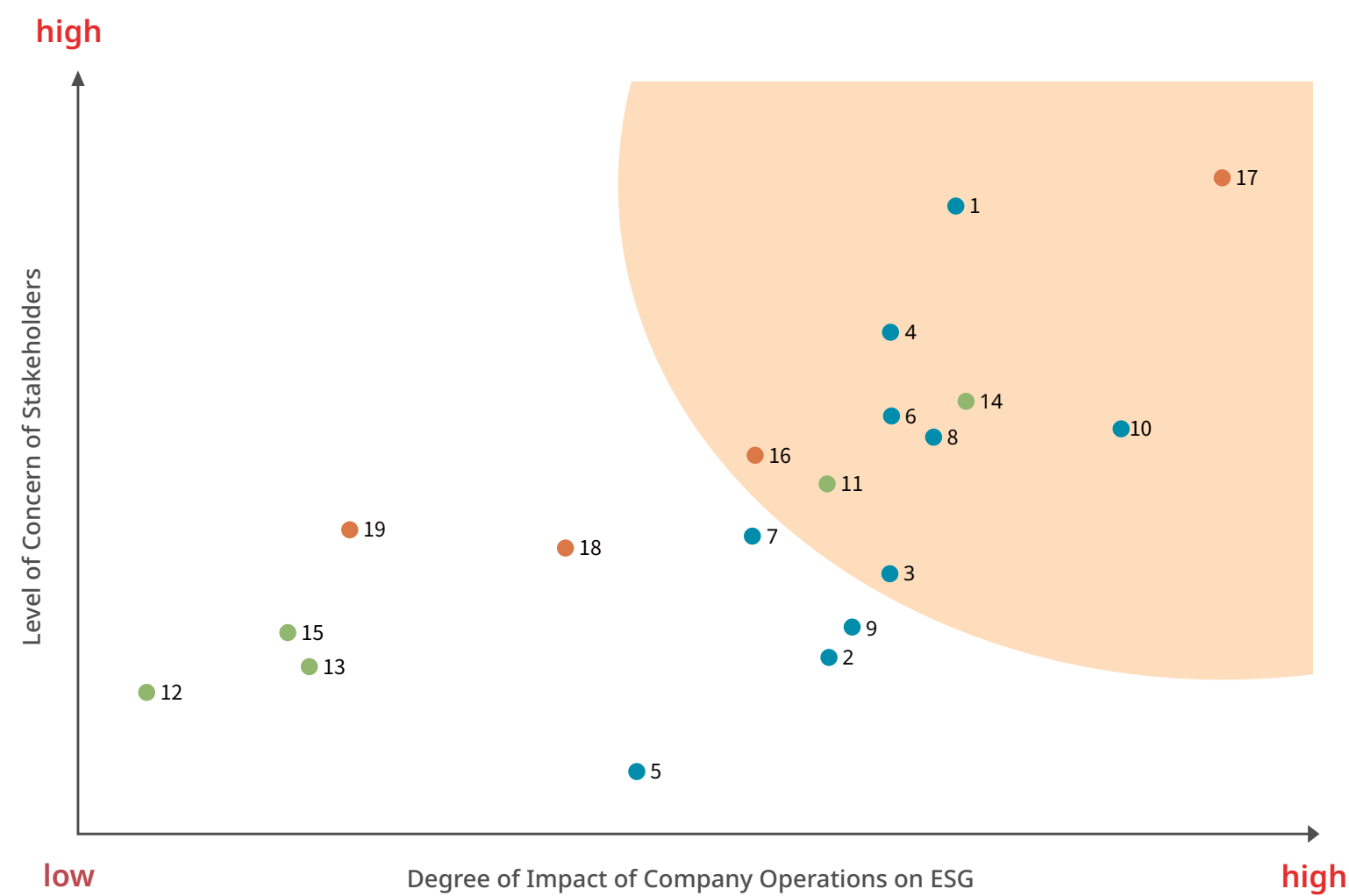
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Identification Results

Considering the maturity and stability of the industry where the Company operates, with the continuous tracking and disclosure of the short / medium / long-term goal progress of material topics for effective management, D-Link has set the frequency of re-analysis and identification of key stakeholders and material topics as once every two years. The latest operation was conducted at the end of 2024, and the identification results are disclosed in this report for the first time. The next operation is 2026, and the analysis results will be disclosed in the "2026 Sustainability Report". During the interval between identification operations, D-Link continues to collect sustainable development trends and assesses the impact of each issue on a rolling basis to make necessary adjustments in a timely manner.

▼ D-Link Materiality Matrix



9AA1000 Stakeholder Engagement Standard (AA1000 SES)

No.	Governance Issues of Concern	No.	Environmental Issues of Concern	No.	Social Issues of Concern
1	Sustainable Development Strategy	11	Climate Change Response Actions	16	Human Rights and DEI
2	Risk Management	12	Water Resource Management	17	Talent Selection, Recruitment and Retention
3	Business Performance	13	Waste Management	18	Workplace Health and Safety
4	Ethical Management	14	Green Products	19	Social Engagement
5	Tax Governance	15	Sustainable Ecological Development		
6	Information Security				
7	Innovation and R&D				
8	Product Quality				
9	Customer Relationship Management				
10	Supply Chain Management				

1. Topics marked in bold indicate the material issues identified for this year.
2. Compared to 2023, a new material topic introduced this year is "Tax Governance". In contrast, several topics have been removed from the materiality assessment. These include "Compliance with Laws and Regulations", which is already mandated for disclosure under GRI 2, as well as topics with overlapping indicators such as "Public Policy Participation", "Intellectual Property", "GHG Emissions Management", "Energy Management", "Promoting Environmental Sustainability Awareness", "Diversity and Equal Opportunities", and "Employment Relationship". Additionally, the topic of "Serious Infectious Disease Control Measures" has been excluded, as it is now considered outdated and no longer applicable.
3. The texts marked in green represent environmental issues (E); those marked in orange denote social issues (S); and those marked in blue indicate corporate governance issues (G).



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▼ List for 2024 Material Topics

No.	Material Topics	Significance for D-Link	Negative Impact ² Degree	Positive Impact ² Degree	Corresponding Chapter
1	Talent Selection, Recruitment and Retention(S)	D-Link, being a knowledge-intensive technology company, places significant importance on human resources, which play a pivotal role in enhancing the competitiveness of its products and services. Furthermore, with its global expansion and substantial organizational scale, the Company also assumes a crucial responsibility in nurturing key talents.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	5.3 Employment and Employee Participation 5.5 Talent Selection, Recruitment and Retention 5.7 Benefits and Retirement System
2	Sustainable Development Strategy (G)	Corporate sustainability is rooted in the sustainable development of the environment and society. The stable environment and society are the essential foundation for the sustainable development of the enterprise. While pursuing operational profit, D-Link also values the balance of ESG aspects to mitigate related risks and challenges, while grasping possible opportunities and advantages.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	1.1 Sustainability Vision and Strategies 1.2 Sustainable Management Structure 1.3 D-Link’s Sustainable Value
3	Ethical Management (G)	A good integrity management are the foundation of sustainable business operations. Relevant risk events may not only affect operational stability and corporate reputation but may also result in financial losses.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	2.2 Sustainable Governance 2.3 Transparency in Information Disclosure 2.4 Ethical Management
4	Supply Chain Management (G)	Implement due diligence responsibilities and exert market influence to strengthen the sustainability value of the overall industry chain and continuously refine the value chain management strategies of upstream / downstream partners to mitigate the risk of various negative impacts on suppliers, including the ongoing operational management of suppliers, which will directly impact the Company’s operations and commitments to customers.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	3.5 Supply Chain Management
5	Green Products (E)	In response to the rising awareness of green consumption, D-Link leverages industry capabilities to develop products that are highly efficient, energy-saving, disaster-preventive, and packaging-reduced, enabling customers to support environmental protection with each purchase and use. By launching environmentally friendly products that align with current trends, D-Link maintains its competitiveness in the international market.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	4.4 Green Products
6	Product Quality (G)	Provide quality products and services to customers and become a leading brand of networking equipment through various stages of control. Quality and stability are closely related to customer losses and reputation, which directly affect market share and competitiveness.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	3.2.1 Quality Management 3.2 Product Quality and Safety
7	Information Security (G)	Continue to improve the Company’s information security management system and strengthen its protection capabilities to comply with domestic and international information security-related regulations and to implement them in daily operations. We are dedicated to mitigating information security risks, maintaining customer trust, preserving the Company’s reputation, and sustaining market competitiveness.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	3.2.2 Product Security 3.3 Information Security Management
8	Climate Change Response Actions(E)	Climate change and carbon management are among the most urgent and significant environmental issues of our time. Global transnational organizations and governments are intensifying regulations to address these challenges. As an inter-national brand, D-Link recognizes the necessity of leveraging our market resources and influence to actively promote the low-carbon transition of the value chain.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	4.3 Climate Governance and Actions 4.4.1 Energy Management
9	Human Rights and DEI(S)	As a multinational enterprise, D-Link values a diverse and inclusive culture and is committed to providing a safe and equal workplace respecting the differences of individuals. We also promote a discrimination-free policy to ensure that all employ-ees are entitled to fair treatment and career development opportunities. At the same time, the Company also strengthens the human rights management mechanism of the supply chain; through continuous monitoring and improvement, the potential human rights risks are reduced, corporate social responsibility is fulfilled, and the sustainable development of the entire industrial chain is promoted.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	5.4 Diversity, Equity and Inclusion (DEI)
10	Business Performance (G)	Pursuing business and financial performance and achieving profitability is the foundation of the Company’s sound operation. The economic value generated from the Company’s activities will directly impact shareholders' rights, investment scale, growth rate, and social contributions.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	2.5.1 Financial Performance

1. The method for identifying positive / negative impacts: The impact assessment questionnaires were distributed to the ESG Task Force members and senior executives (including the Chairman and CEO, totaling 25 persons), and the positive and negative impacts of 19 sustainability issues were calculated with the 5-point scale on the degree and scope, for their signals of positive and negative impacts.
2. Each management guideline for material topics is individually described in the relevant chapter. Reference may also be made to the appendix titled "Management Approach for Material Topics".



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▼ Changes in the Ranking of Material Topics

Material Topics	Ranking		
	2023	2024	Change
Talent Selection, Recruitment and Retention (S)	8	1	▲
Sustainable Development Strategy (G)	10	2	▲
Ethical Management (G)	6	3	▲
Supply Chain Management (G)	5	4	▲
Green Products (E)	11	5	▲
Product Quality (G)	2	6	▼
Information Security (G)	4	7	▼
Climate Change Response Actions (E)	12	8	▲
Human Rights and DEI (S)	-	9	New
Business Performance (G)	1	10	▼
Innovation and R&D (G)	3	-	Deleted
Customer Relationship Management (G)	9	-	Deleted
Risk Management (G)	7	-	Deleted

▼ Reasons for Adding or Deleting Material Topics

Material Topics		Significance for D-Link
New	Human Rights and DEI (S)	Human rights issues have always been the core of sustainable development, and their influence covers not only the social aspect, but also extends to the fair transformation of climate issues and the diverse inclusion of corporate governance. Against the backdrop of the volatile global political and economic landscape and the promotion of sustainable development, the importance and value of human rights protection and DEI have become more prominent. As a multinational enterprise, D-Link has included this issue in the material topics of the year through engagement with various stakeholders and risk assessments, striving to create a more inclusive and responsible business model.
Deleted	Innovation and R&D (G)	As a global technology brand, D-Link regards innovation and R&D as its core competitiveness and continues to invest resources to ensure technological leadership. Although innovation and R&D are characterized by stable long-term development, they were not identified as material topics with priority in this year's report. Nevertheless, we have included relevant developments to demonstrate our commitment to technological advancement and industry leadership.
	Customer Relationship Management (G)	D-Link has become a key global leader in the Netcom industry through its fast, comprehensive, and consistently high-quality customer service. Currently, we have 90 operating locations in 43 countries, and are committed to connecting to the market and customers closely. This issue is considered a sustainable issue with steady development, but is not a material topic that should be prioritized.
	Risk Management (G)	D-Link regards risk management as the key strategy to ensure the continuous growth of the organization, and has established a sound structure to flexibly respond to various challenges. Although risk management plays an important role in daily operations, it is not listed as a material topic due to the priority of other issues. Its related practices will be updated in the report to ensure transparency and accountability.
	Social Engagement (S)	D-Link actively participates in community development and public welfare activities, and is committed to improving social welfare and giving back to the service market. Although social engagement is an important part of the sustainability strategy, it is not listed as a material topic this year due to the priority of other issues. The relevant results will be shared in the report.

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1.4.2 Stakeholder GRI 2-29

D-Link values the voices of internal and external stakeholders understands their concerned issues through diverse communication channels, takes these issues as important references for management policies and plan execution, and responds to stakeholders in the Report. The ESG Office reports the communication results to the ESG Committee every year regularly; the annual communication results have been reported to the ESG Committee and the Board of Directors on February 26th, 2024.

Major Stakeholders		Significance for D-Link
Customers / Clients		Customer trust is the key to evaluating whether D-Link has genuinely grasped technological trends, the driving force behind the Company's quality, technological improvements, and its sustainable developments.
Employees		Employees are invaluable assets for sustainable corporate development. D-Link respects, cares for, and looks after its employees, attracts outstanding talents to join it, and encourages them to fulfill their potential to create future developments together with us.
Suppliers / Business Partners		Suppliers are the driving force behind D-Link's competitiveness. Long-term and stable cooperation can reduce operational risks and costs. The Company is able to continuously provide customers with reliable and high-quality products and services to realize sustainable supply chain management.
Shareholders / Investors		Investors are a significant financial resource of D-Link. Sustainable management can be achieved through capital investments and corporate governance supervision.
Subsidiaries		The subsidiaries are responsible for market operations in various countries and closely monitor local market changes so that D-Link can adjust its operating policies according to the situation.





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Major Stakeholders	Channels / Frequency of Communication	Communication Results in 2024
<div>Customers / Clients</div> <div>【 Issues of Concern 】</div> <div><div><div>• Information Security</div><div>• Supply Chain Management</div><div>• Ethical Management</div></div><div><div>• Innovation and R&D</div><div>• Product Quality</div><div>• Customer Relationship Management</div></div></div>	<div><div>• International exhibitions and product conferences : At least once a year.</div><div>• Customer satisfaction survey : After a customer service case is accepted, the investigation will be carried out immediately.</div><div>• Meetings related to specific issues : Aperiodically.</div><div>• Customer visits : Aperiodically.</div><div>• Repair center and after-sales services : Aperiodically.</div><div>• Company website : Respond to customer questions in the visitor comment section immediately.</div></div>	<div><div>• International exhibitions : Attended 3 events :<div><div>- MWC 2024.</div><div>- "TAIWAN EXCELLENCE in TOKYO ft. GOOD DESIGN AWARD" Exhibition.</div><div>- "The Marketing Campaign of Experiencing Excellence Products of Taiwan" in Bangalore, India.</div></div></div><div>• Product conferences : 15 events conducted.</div><div>• Customer satisfaction survey : The average score in Taiwan is 97 points, whereas the global average is 85 points.</div><div>• Company website : Received and replied to 2,575 inquiries.</div><div>• Customer service hotline : Received and replied to 10,725 inquiries.</div><div>• Thematic Day of the Baseball / Basketball Team : Customers were invited to participate in two sessions of the Thematic Day of the baseball / basketball team under the Taiwan Steel Group.</div></div>
<div>Employees</div> <div>【 Issues of Concern 】</div> <div><div><div>• Talent Selection, Recruitment and Retention</div><div>• Business Performance</div><div>• Information Security</div></div><div><div>• Product Quality</div><div>• Workplace Health and Safety</div><div>• Human Rights and DEI</div></div></div>	<div><div>• Labor Pension Supervisory Committee : Once a quarter.</div><div>• Labor-management conference : Once a quarter.</div><div>• Employee Welfare Committee : At least once a quarter.</div><div>• Employee satisfaction survey : Once a year.</div><div>• Education and training (outside-of-work training, in-work training, and self-development) : Held according to the plans.</div><div>• Hotline and email : Handled at any time.</div><div>• Club activities : Aperiodically.</div><div>• Date with Supervisors : Aperiodically.</div></div>	<div><div>• Labor Pension Supervisory Committee.Convened a total of 6 meetings.</div><div>• Labor-management conference : Convened a total of 4 meetings.</div><div>• Employee Welfare Committee : Convened a total of 8 meetings.</div><div>• Employee satisfaction survey : Launched and completed in December 2024. The completed response rate was 73.8%, and the effective response rate was 67.3%.</div><div>• Education and training :<div><div>- A total of 25,319 video broadcasts of corporate sustainable development advocacy in the public space of the headquarter building.</div><div>- Shared new sustainability knowledge on the electronic bulletin board : 225 posts in total with 26,557 views.</div><div>- Conducted mandatory courses for new employees on human rights, integrity management, intellectual property, personal information, and gender equality with a completion rate of 100%.</div><div>- Held a total of 234 training sessions with 5,465 participants for 8,557.7 hours.</div></div></div><div>• Employee complaints and workplace sexual harassment complaints : 0</div><div>• Club activities : 18 employee clubs with 810 participants in 500 events throughout the year.</div><div>• "Date with Supervisors" : Organized 3 sessions with a total of 28 employees participating.</div></div>



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Major Stakeholders	Channels / Frequency of Communication	Communication Results in 2024
<div>Suppliers / Contractors / Business Partners</div> <div>【 Issues of Concern 】</div> <div><div><div>• Workplace Health and Safety</div><div>• Product Quality</div><div>• Customer Relationship Management</div></div><div><div>• Human Rights and DEI</div><div>• Ethical Management</div><div>• Supply Chain Management</div></div></div>	<div><div>• Delivery system : Daily.</div><div>• Manufacturer communication and review meetings : Weekly / Monthly.</div><div>• Abnormal quality tracking and review meetings : Once a week.</div><div>• On-site audit : Once a year.</div><div>• Survey : Once a year.</div></div>	<div><div>• Delivery system : Checked every day and responded to any changes in the supplier’s delivery time in a timely manner.</div><div>• Manufacturer communication and review meetings : Held regular (weekly /monthly) production and sales meetings with different suppliers to communicate customer order requirements, review production capacity, material conditions, and meet resolutions to achieve the best delivery schedule.</div><div>• Abnormal quality tracking and review meetings : Tracked the progress of improving quality anomalies with major suppliers every week.</div><div>• On-site audit : On-site audit were conducted for seven major suppliers, and the completion rate was 100%.</div><div>• Survey : the implementation of ESG and conflict minerals of suppliers are conducted regularly every year; 38 existing suppliers have completed the survey.</div></div>
<div>Shareholders / Investors</div> <div>【 Issues of Concern 】</div> <div><div><div>• Business Performance</div><div>• Ethical Management</div><div>• Information Security</div></div><div><div>• Customer Relationship Management</div><div>• Talent Selection, Recruitment and Retention</div></div></div>	<div><div>• Shareholders’ Meeting : Once a year.</div><div>• Investor Conference : Once a year.</div><div>• Corporate governance evaluation : Once a year.</div><div>• "Investor Relations" of D-Link website : Disclosed at any time.</div><div>• Investor mailbox and hotline : Handled at any time.</div><div>• Announcement on the Market Observation Post System : As needed.</div></div>	<div><div>• Shareholders' Meeting : Held 1 session during the year.</div><div>• Investor Conference : Held 2 sessions during the year.</div><div>• Corporate governance evaluation : The results were released in April 2025. For further details, please refer to 2.2.6 "Corporate Governance Performance".</div><div>• Investor mailbox and hotline : Received and replied to 50 inquiries.</div><div>• "Investor Relations" of D-Link website : Updated Immediately so our investors can access the latest information in real time.</div><div>• Announcement on the Market Observation Post System : Released 47 major messages in Chinese and English.</div></div>
<div>Subsidiaries</div> <div>【 Issues of Concern 】</div> <div><div><div>• Innovation and R&D</div><div>• Business Performance</div><div>• Product Quality</div></div><div><div>• Information Security</div><div>• Supply Chain Management</div></div></div>	<div><div>• Performance review meeting : weekly / monthly / quarterly.</div><div>• Email : Prompt communication is maintained based on business requirements.</div><div>• Instant messaging / video conferences : held whenever the business needs.</div></div>	<div><div>• Performance review meeting :<div><div>- Pan-European region : Held 4 meetings in 2024.</div><div>- Pan-American region : Held 24 meetings in 2024. In North America, meetings are held weekly, totaling 53 meetings.</div><div>- In the Pan-Asia-Pacific region : Held 12 meetings in 2024. Some subsidiaries hold meetings with different frequency due to their business nature. For example, the Korean subsidiary held 53 meetings, while some subsidiaries held meetings from time to time.</div></div></div><div>• Marketing information shared by headquarters : Delivered the latest marketing information every week.</div></div>

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1.4.3 Initiatives and Organizations GRI 2-28

By responding to various initiatives and participating in external organizations, D-Link communicates with domestic and foreign industries, officials, and academia, to fully grasp the trends of the networking equipment industry and international norms and trends. Although D-Link has not formally signed an external initiative, it is still actively responding to the core spirit of external initiatives such as TCFD and RBA with practical actions. The current memberships of D-Link in external organizations are as follows :

- Member of Broadband Forum
- Member of HDMI Licensing Administrator
- Member of Open Network Video Interface Forum
- Member of Thread Group
- Member of Voluntary Control Council (VCCI)
- Member of Wi-Fi Alliance
- Member of Connectivity Standards Alliance (Originally Zigbee Alliance)



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1.5 SDGs Practice

The relevance between each of the 17 SDGs and D-Link was evaluated, and the possible impact of operations on SDGs as well as the contribution of D-Link to SDGs were examined from the aspect of value chain. 9 core corporate sustainable development goals were selected.

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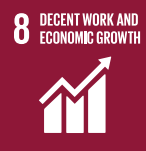
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Sustainable Development Goals	Management Approaches	Performance in 2024
	<ul style="list-style-type: none">Create a healthy and safe working environment and plan fair, reasonable, and competitive systems, benefits, and incentives.Promote and care for the well-being of external stakeholders through social engagement projects.	<ul style="list-style-type: none">Proactively advocate for the implementation of 4 significant initiatives for occupational health and safety.We are dedicated to establishing a conducive and secure working environment for our employees, conducting regular monitoring of the workplace environment, and testing the quality of water.The Health Promotion Club organizes both dynamic and static health promotion seminars periodically. In 2024, a total of 6 lectures were conducted, with 241 participants attending.There are 10 sports clubs to promote the employees’ attention to their health and sports.We continue to sponsor the professional baseball team, TSG Hawks and the professional basketball team, Tainan TSG GhostHawks. We encourage all employees to participate in sports and enhance team cohesion. Therefore, we were certified as an "Sports Enterprise" by the Ministry of Education in 2023 and launched a three-year healthy workplace action.
	<ul style="list-style-type: none">Construct a comprehensive learning education and training system to enhance the competitiveness of sustainable management.Formulate personal development plans to assist supervisors and colleagues to continuously enhance their career development.Expand web-based education through social engagement projects.	<ul style="list-style-type: none">Offer comprehensive development programs and actively enhance the leadership and management capabilities of officers across all levels.The annual total of education and training hours amounts to 8,557.7 hours, with a total training cost of approximately NT\$1,492,000, representing a 87.2% year-over-year increase.Through industry-academia internship and work-study programs, a total of 19 interns and 10 students working part-time were hired. One of the interns was successfully turned into a permanent employee in 2024.By integrating with core functions, 6 sessions of "Internet and information security education" and "Charitable Network Checkup" were conducted for disadvantaged groups and small social welfare organizations, benefiting approximately 173 individuals in total, representing a 40% year-over-year increase.In cooperation with the children’s story audiobook app, "Mom & Dad Story", to produce the sessions of Netcom and information security education, while providing free-of-charge accounts to social welfare organizations and colleagues to help the education of Netcom take root. A total of 5,226 people benefited from the program.
	<ul style="list-style-type: none">Build a gender-affirmative work environment.	<ul style="list-style-type: none">The Board of Directors includes one female director.Female executives account for 50%.All employees received the awareness education and training on gender equality and prevention of sexual harassment in the workplace. The Company also provides relevant professional courses for the management and the personnel handling related complaints (including the Board of Directors). The completion rate of all employees is 100%.Gender equality and workplace sexual harassment prevention courses are mandatory for all new employees. Training completion : 100%.
	<ul style="list-style-type: none">Follow the ISO 14001 environmental management system, set an annual environmental management plan every year, and commit to and implement five major environmental policies.Inventory the various energy consumption and energy intensity in the Company's operation every year, as well as the effectiveness of promoting relevant energy-saving measures.	<ul style="list-style-type: none">Reduced external power purchases by 4.12% annually, resulting in a 17.08% reduction compared to the baseline year¹. The green energy procurement plan was initiated, securing 80 certificates to convert 80,500 kWh to green power.The ESG strategic goals include the replacement of old equipment, green power procurement, solar photovoltaic construction, and the introduction of relevant management standards to establish diverse carbon reduction pathways for D-Link.
	<ul style="list-style-type: none">Continue to expand production capacity, create product and service features, and build diversified product capabilities.Create a healthy and safe working environment and plan fair, reasonable, and competitive systems, benefits, and incentives to attract and retain key talents.	<ul style="list-style-type: none">Offer more integrated services and vertical solutions through strategic partnerships with third parties, providing customers with diverse product applications, expanding service scale, and fostering a win-win situation.5% of the Company's annual profits is allocated to employee remuneration; the average salary increase was 4.12%, with 92.44% of employees receiving raises.Completed the "D-Link Human Rights Due Diligence Report 2023" and plan to conduct human rights due diligence every 3 years moving forward.Organize the "Date with Supervisors" event to enhance interaction and communication between different position levels, improve mutual understanding and consensus, and build organizational momentum. Organized 3 sessions with a total of 28 employees participating in 2024.

1. The baseline year is 2021.

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Sustainable Development Goals	Management Approaches	Performance in 2024
	<ul style="list-style-type: none">• Identify relevant risks through due diligence and manage them appropriately.• Protect employee rights through human rights protection policies.• Provide a suitable complaint channel.	<ul style="list-style-type: none">• Building a diversified and inclusive working environment through various DEI² programs.• Recruit middle-aged and elderly individuals to promote the secure employment of mature-age workers. A total of 15 were employed in 2024.• Employed professional massage therapists with disabilities to provide stress relief massage services on site, and all proceeds thereof were donated to social welfare institutions.• Promotional videos on human rights, workplace equality, and workplace bullying prevention are displayed in public spaces to raise employee awareness and foster a discrimination-free workplace environment. The total viewing time of these videos amounted to 506.3 hours.
	<ul style="list-style-type: none">• Establish ESG strategic goals and continuously optimize them, integrating sustainable development into the Company's business strategy to ensure the promotion and implementation of corporate sustainability-related initiatives.• Set up management representatives, establish quality policies, set management objectives by quality policies, and review them regularly for effective management and continuous improvement.• Protect customers' rights and increase trust by establishing standard operating procedures, conducting regular surveys on customer satisfaction, and reviewing various service management indicators.	<ul style="list-style-type: none">• Established the "D-Link Corporation Sustainable Procurement Policy" to implement relevant management policies for upstream and downstream partners, promoting sustainability and shared prosperity throughout the entire value chain.• We have signed procurement contracts containing human rights clauses with 38 qualified suppliers, achieving a 100% signing rate.• A comprehensive ESG education and training structure is planned. In 2024, 2 in-person ESG education and training sessions were conducted.• The "D-Link Green Pack" emphasizes 4 key aspects : environmentally friendly materials, plastic-free packaging, optimized volume, and efficient design, committed to creating low-carbon products.• In response to and promotion of the circular economy concept, PCR plastics are incorporated into product casings and packaging plastic bags, resulting in green products comprising 44% of the total.• The Company selects eco-friendly agricultural products from socially innovative enterprises for the traditional festival gift boxes to support eco-friendly agriculture and reduce food waste. In addition to increasing farmers’ income, the action also assists in promoting sustainable agriculture and environmental protection.
	<ul style="list-style-type: none">• Count the carbon emissions in the Company's operation every year, check the carbon reduction performance year by year, and give employees environmental education regularly.• Stipulate related policies according to the ISO 14064 Greenhouse Gas Inventory system.• Establish eco-friendly commitments.	<ul style="list-style-type: none">• Committed to achieving Net-Zero emissions by 2050, we have adopted the TCFD framework to regularly disclose climate-related impacts and response actions every year. We plan to continually review mid-term goals and progressively define D-Link's path towards carbon reduction.• Scope 1 and 2 carbon emissions have decreased by 9.55% compared to the previous year and by 25.33% compared to the base year.• In the "D-Link Corporation Supplier Code of Conduct", suppliers are mandated to adhere to the Company's "Biodiversity and Zero-deforestation Commitments", aiming to prevent any form of harm and actively reduce their environmental impact.• Honored for two consecutive years as "Top 100 Carbon-Competitive Companies" by Business Weekly.• Various environmental education activities are organized, such as beach clean-ups, guided ecological tours, eco-friendly dining experiences, and crafts workshops, to foster and instill environmental awareness throughout the organization.
	<ul style="list-style-type: none">• Establish supplier management guidelines, code of conduct, and regularly evaluate the impact of suppliers on society and the environment.• Continue to Increase local procurement percentage.• Collaborate with diverse partners to benefit people and society through various social engagement projects.	<ul style="list-style-type: none">• Under the "D-Link Corporation Sustainable Procurement Policy", the "D-Link Corporation Supplier Code of Conduct" has been established. It mandates all suppliers to sign a compliance statement and adhere to relevant management guidelines for upstream and downstream partners, aiming to promote sustainability and shared prosperity throughout the entire value chain.• The sustainability management audit rate for major suppliers has achieved 100%.• Initiated projects such as D-Link Everlasting Donations, D-Link Caring Passport, and partnerships for local art and cultural exhibitions and performances to enhance our social impact. In 2024, the Company collaborated with 38 charity partners, investing nearly NT\$10 million—more than double the amount from the previous year—to execute 36 social engagement projects and activities, benefiting 17,568 individuals, representing an 87.9% year-over-year increase.