

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental
Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

People and Society

Responding to Sustainability Topics

- Human Rights and DEI
- Talent Selection, Recruitment, and Retention

Major Stakeholders

- Customers / Clients
- Employees
- Suppliers / Business Partners

chapter

05

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

5.1 Sustainability Strategies and Goals - Social Aspect

GRI-2-13, 2-24, 3-3

- 5.1.1 Management Approach for Material Topics
- 5.1.2 Short / Medium / Long-Term Goals
- 5.1.3 Achievement Status of Management Goals for 2024
- 5.1.4 Responsible Unit
- 5.1.5 Management Mechanism
- 5.1.6 Communication Channel



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Management Approach for Material Topics

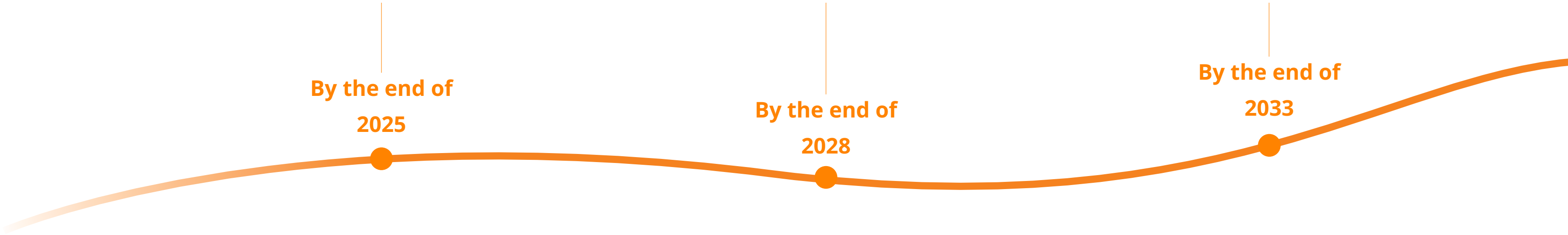
Material Issues	Significance for D-Link	Impacts on Value Chain*			Response Policies and Measures	Management Actions
		Suppliers / Business Partners	D-Link / Subsidiaries	Customers / Clients		
Talent Selection, Recruitment and Retention	D-Link, being a knowledge-intensive technology company, places significant 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.	○	●	○	D-Link has built an all-round learning education and training system based on the Company's strategy, vision, and values. At the same time, it recruits potential talents through various campus cooperation programs, and uses a market-competitive salary policy and benefit system to provide outstanding talents, so that talents continue to grow together with the Company.	D-Link helps recruit talents, develop employee capabilities, and discover senior management through diversified talent recruitment channels, employee training plans, succession plans, education and training, as well as remuneration and performance appraisal, among other measures, while facilitating the development of employees' professional skills.
Human Rights and DEI	As a global 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 employees 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.	●	●	○	<ul style="list-style-type: none">The "Human Rights Policy and Management Plan" is formulated to support and implement the initiatives of major international human rights conventions.Striving to promote diverse, fair, and inclusive (DEI) policies and plans to protect equal interests of labor human rights for each employee.The human rights-related education and training are organized, and included in the orientation as a required course for new employees.	<ul style="list-style-type: none">The human rights due diligence is conducted periodically to identify internal and external human rights-related risks, and formulate mitigation measures.D-Link has established diverse and smooth complaint channels. All relevant cases are investigated, responded to, and tracked according to the established procedures, to protect the rights and interests of the complainant and implement the Company's commitment to human rights protection.

* ● Direct impact; ○ Indirect impact

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Short / Medium / Long-Term Goals

	Short-Term	Medium-Term	Long-Term
Talent Selection, Recruitment and Retention	<ul style="list-style-type: none">• Formulate succession plans for key positions.	<ul style="list-style-type: none">• Optimize the salary competitiveness.	<ul style="list-style-type: none">• Establish an attractive and inclusive career development environment, strengthen talent competitiveness and organizational resilience, and become a long-term trusted and recognized employment brand for employees.
Human Rights and DEI	<ul style="list-style-type: none">• Continuously participate in the DEI initiatives, such as the Talent in Taiwan, to exert the influence of the enterprise.• Promote the diversified cultural awareness activities, such as the "Date with Supervisors" that arranges events specific to foreign colleagues, and festival thematic activities of various countries, to help employees understand and respect cultural differences.	<ul style="list-style-type: none">• Based on the results of human rights due diligence, formulate corresponding mitigation and remediation measures, and implement the follow-up management to reduce potential human rights risks.	<ul style="list-style-type: none">• Keep promoting sustainable human rights risk assessment.• Create a diverse and inclusive workplace culture, to promote equal participation and respect for differences, allowing employees to grow together in a safe, respectful, and inclusive environment, thereby fulfilling the human rights commitment and social responsibility of D-Link.





About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Achievement Status of Management Goals for 2024

Material Topics	Goals in 2024	Management Performance	Achievement Status
Talent Selection, Recruitment and Retention	Develop succession plans for key positions.	<ul style="list-style-type: none">• Prepared and implemented methods for issuing employee-restricted shares. The restriction for the first year was removed on September 25, 2024, these who meet the vesting conditions are entitled to 40% of their granted shares.• The "Retention Bonus" program is implemented for outstanding and key talent by providing additional cash rewards as incentive measures.• The total annual training hours reached 8,557.7 hours, up 5.6% annually, with an average of training hours of about 18.6 hours per person.• The average salary adjustment for the entire company was 4.12%, and the number of employees with salary adjustments was 92.44%, with some of them having salary adjustments exceeding 18.8%.• Distributed 5% of the Company's profits annually as employee compensation.• The Company joined the "2024 TALENT, in Taiwan" and passed all six sustainability indicators, namely, meaning and value, diversity and inclusion, rewards and incentives, physical and mental health, cultivation and growth, and communication and experience.	
Human Rights and DEI	<ul style="list-style-type: none">• The human rights and gender equality related education are constantly promoted to strengthen the human rights awareness and respect awareness of all employees.• The human rights due diligence is implemented constantly, and the implementation of mitigation and remedial measures are regularly tracked.• The employee satisfaction and dedication are periodically surveyed to strengthen employee communication and engagement mechanisms.	<ul style="list-style-type: none">• Included "Human Rights Promotion" and "Gender Equality and Prevention of Sexual Harassment in the Workplace" in the compulsory courses for new employees.• Completed the "D-Link human rights due diligence report 2023" in the second quarter of 2023. The Company regularly review the implementation status of various mitigation and remedial measures, and plan to conduct human rights due diligence every 3 years as a principle. The next operation time is scheduled to be in early 2026.• Launched an employee satisfaction and engagement survey, with a completion rate of 73.8% and an effective completion rate of 67.3%.• Human rights related risks : 0• Employee complaint cases : 0• Violations of human rights resulting in punishment : 0• Supplier's violations of human rights resulting in punishment : 0	

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

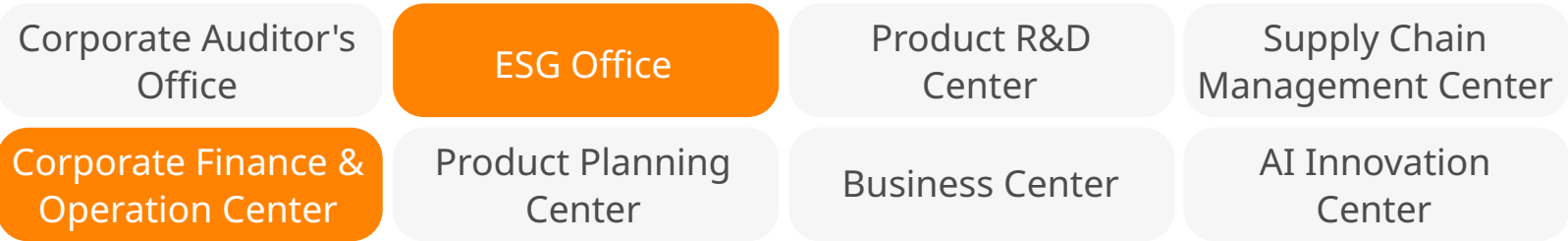
CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Responsible Unit



Management Mechanism

- Management Measures for Recruitment and Appointment
- Performance Appraisal Management Guidelines
- Promotion Management Guidelines
- Salary Management Measures
- Regulations for Attendance Management
- Regulations for Remote Working Management
- Regulations Governing Domestic Business Travel
- Regulations for Employee's Overseas Business Trips
- Employee Training Management Procedure
- Management Measures for Employee Resignation and Suspension of Pay
- Regulations for Employee's Retirement
- Human Rights Policy and Management Plan
- Sustainable Procurement Policy
- D-Link Supplier Code of Conduct
- Measures of Prevention, Correction, Complaint, and Punishment of Sexual Harassment at Workplace

Communication Channel

Type	Channel
Hotline	886-2-6600-0123 Ext. 1850
Dedicated Mailbox	No. 289, Xinhua 3rd Rd., Neihu Dist., Taipei City 114/ D-Link850 (Employee complaint mailbox)
Dedicated E-mail	dlink850@dlinkcorp.com



- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

5.2 Human Rights Protection GRI 407-1, 408-1, 409-1

D-Link adheres to relevant regulations, implements workplace diversity, does not discriminate against employees based on any conditions, and is committed to creating a dignified, safe, equal, and harassment-free work environment.

- 5.2.1 Human Rights Policy
- 5.2.2 Human Rights Risk Assessment and Related Measures
- 5.2.3 Supplier Human Rights Regulations



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

**CH4 Environmental
Sustainability**

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- **5.2 Human Rights Protection**
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.2.1 Human Rights Policy GRI 2-23

D-Link is committed to safeguarding the basic human rights of employees, formulating human rights policies and management plans, and creating an environment that fully protects human rights. D-Link endorses and supports international human rights conventions such as the United Nations Universal Declaration of Human Rights, the UN Global Compact, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work Covenant. D-Link requires its business partners to eliminate any actions that violate or infringe upon human rights in their operations, ensuring that both internal and external members of the Company are treated with fairness and dignity. D-Link also respects diversity and opposes discrimination, complies with regulations on working hours, wages and benefits, prevents forced labor and human trafficking, prohibits the illegal employment of underage labors, respects freedom of association, pays attention to health and safety in the working environment, information security, and gives back to the society through its core competencies. In addition, D-Link has announced its commitment to labor rights on its official website and implemented measures to mitigate human rights risks. To prevent the illegal employment of underage workers and forced labor, the Company strictly adheres to its hiring procedures, confirms applicants' willingness to work through interviews, and thoroughly verifies identification documents to prevent the risk of illegal employment. Labor rights are promoted through labor-management conferences, and the Company strictly prohibits forced labor and forced overtime.

D-Link's Human Rights Policy and Management Programs

D-Link also respects the freedom of choice and exercise of occupations, and provides equal work opportunities, regardless of nationality, race, religion, gender, sexual orientation, marriage, age, etc. Both foreign and domestic employees enjoy equal employment opportunities. Foreign employees come from the Türkiye, India, Indonesia, South Korea, Malaysia, Italy, Thailand and other countries, and they are guaranteed the same labor rights and interests as domestic employees. In addition, no underage labor is illegally employed in any of the global subsidiaries, and the declaration of human rights is strictly observed.

5.2.2 Human Rights Risk Assessment and Related Measures

D-Link enhances employees' awareness and understanding of human rights through training programs. In 2024, one human rights education course was held with a total of 453 participants and a total training man-hours of 226.5 hours ; the human rights promotion course is included in the mandatory course for new employees. In 2024, 55 people participated, and the total training hours were 27.5 hours.

To practice the policy of respecting human rights in an institutionalized and systematic way, and embody D-Link's commitment in organizational activities to control and prevent related risks, D-Link launched a human rights due diligence project in 2022 to identify important issues related to human rights for employees and ODM supplier and mapped them into a matrix. The D-Link human rights due diligence report 2023 has been completed in the second quarter of 2023. The Company will regularly review the implementation status of various mitigation and remedial measures in the future, and plans to conduct human rights due diligence once every 3 years. The next implementation is scheduled for early 2026. For related information, please refer to the D-Link official website "[Human Rights Protection](#)".



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Major issues related to human rights identified by the Company for employees include working hour management, privacy, remuneration, freedom of assembly and association, workplace safety and health, freedom of speech and complaint channels, and illegal violations in the workplace.

Major issues related to human rights identified by the Company for ODM suppliers include working hour management, remuneration, and workplace safety and health.

2024

Human rights related risks : 0

Violations of human rights resulting in punishment : 0

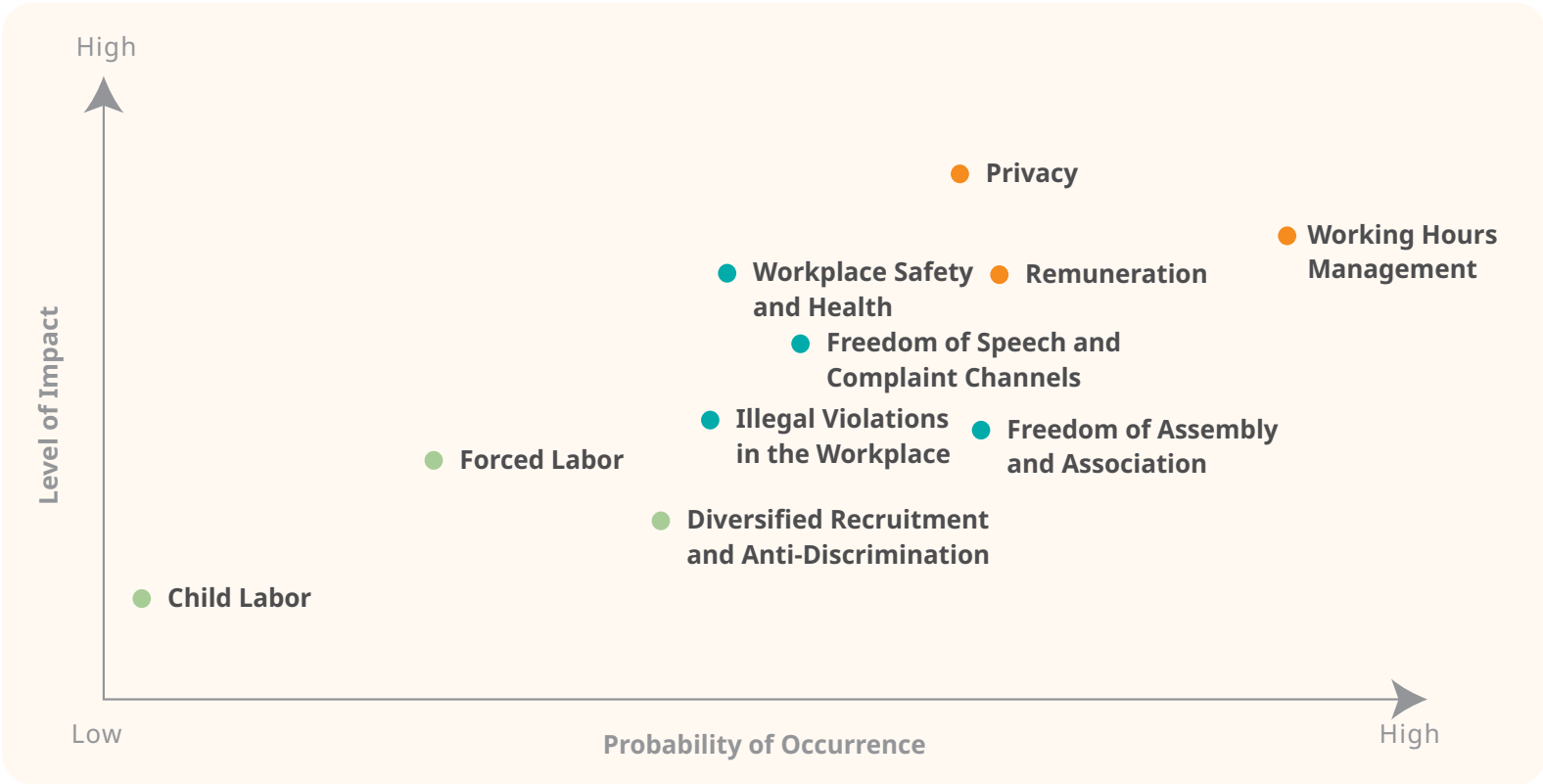
5.2.3 Supplier Human Rights Regulations

Based on the social and ethical principles of promoting the spirit of humanity and practicing human dignity. D-Link clearly defines the corporate social responsibilities of suppliers in the procurement contract, and also incorporates human rights norms such as the prohibition of child labor, and regulates supply. Suppliers must strictly abide by the relevant local Labor Standards Acts, labor safety and other relevant labor regulations, and all suppliers must complete the contract. In case of any breach of the contract, the supplier will not only bear legal liability, but also be classified as an unqualified supplier and have to rescind or terminate the contract immediately.

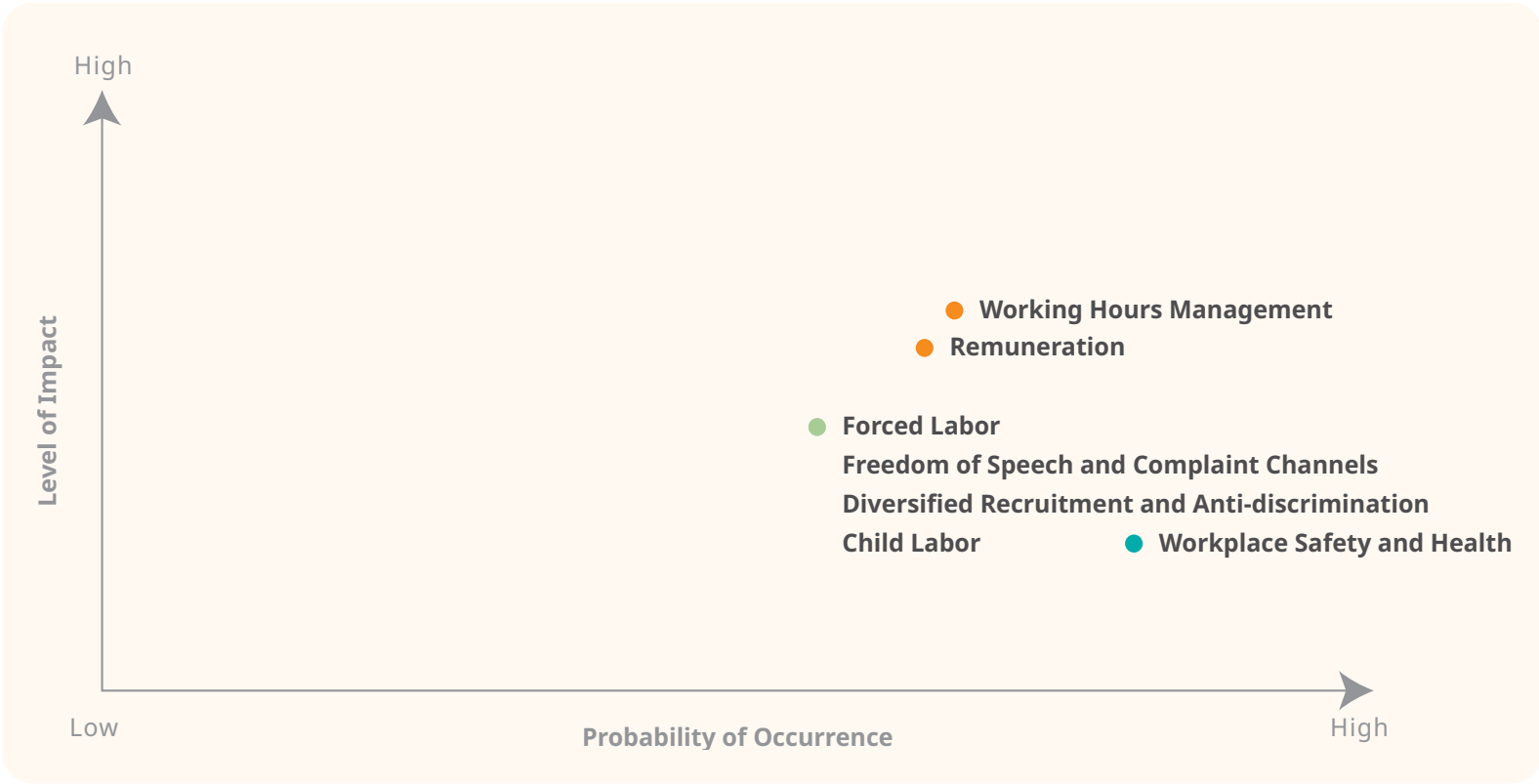
2024

Supplier's violations of human rights resulting in punishment : 0

▼ Human Rights Due Diligence Survey Employee Matrix



▼ Human Rights Due Diligence Survey ODM Matrix



- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

5.3 Employment and Employee Participation

D-Link is people-oriented, respects every employee and every ethnic group, respects and tolerates each other, and grows together to achieve the goal of sustainable development. The scope of the following information and analysis includes D-Link headquarters and Taiwan branch.

- 5.3.1 Labor Overview
- 5.3.2 Listening Strategy





About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.3.1 Labor Overview

GRI 2-7, 2-8, 401-1, 405-1, SASB TC-HW-330a.1

Workforce Structure

Responding to the Company's operating strategy, the organization has been refined and the optimal man-power allocation has been maintained. The total employees have decreased from 518 at the end of 2023 to 460 at the end of 2024, adjusted by approximately 11.2%.

1. Interns are employees with fixed-term contracts.
2. The senior management positions: refers to officers of centers and above (including center heads and general managers of branches in Taiwan).
3. Mid-level management position: refers to division-level officer.
4. Junior management positions: refers to those at the departmental level or below (including departmental officers).
5. Technician: non-supervisors of product R&D, R&D, IT, and technology-related departments.
6. Other employees: other non-supervisors of sales, logistics, customer service, marketing, administration, and finance.

* The Company did not hire employees without guaranteed hours in 2024.

▼ Workforce Composition in the Past 3 Years

		2022		2023		2024	
		Number of Employees	Percentage (%)	Number of Employees	Percentage (%)	Number of Employees	Percentage (%)
Gender	Female	232	45.0%	239	46.1%	215	46.7%
	Male	283	55.0%	279	53.9%	245	53.3%
	Others	0	0%	0	0%	0	0%
Age	Under 30 Years Old	63	12.2%	71	13.7%	54	11.7%
	30 - 50 Years Old	393	76.3%	377	72.8%	302	65.7%
	Over 50 Years Old	59	11.5%	70	13.5%	104	22.6%
Employee Type	Full Time	498	96.7%	507	97.9%	455	98.9%
	Part-time	17	3.3%	11	2.1%	5	1.1%
Labor Contract	General Employment	498	96.7%	505	97.5%	455	98.9%
	Regular Employment ¹	17	3.3%	13	2.5%	5	1.1%
Education	PhD	1	0.2%	1	0.2%	0	0%
	Master	151	29.3%	152	29.3%	135	29.3%
	University	286	55.5%	292	56.4%	257	55.9%
	College	57	11.1%	57	11.0%	57	12.4%
	High School and Below	20	3.9%	16	3.1%	11	2.4%
Position	The Senior Management Positions ²	8	1.6%	8	1.5%	8	1.7%
	Mid-level Management Positions ³	23	4.5%	23	4.4%	22	4.8%
	Junior Management Positions ⁴	63	12.2%	76	14.7%	76	16.5%
	Technician ⁵	255	49.5%	239	46.1%	183	39.8%
	Other Employees ⁶	166	32.2%	172	33.2%	171	37.2%
Total		515		518		460	



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

▼ Gender and Age Composition by Job Level

			The Senior Management Positions	Mid-Level Management Positions	Junior Management Positions	Technician	Other Employees	Total
Gender	Female	Number of Employees	3	7	28	63	114	215
		Percentage (%)	37.5%	31.8%	36.8%	34.4%	66.7%	46.7%
	Male	Number of Employees	5	15	48	120	57	245
		Percentage (%)	62.5%	68.2%	63.2%	65.6%	33.3%	53.3%
Age	Under 30 Years Old	Number of Employees	0	0	0	38	16	54
		Percentage (%)	0%	0%	0%	20.8%	9.4%	11.7%
	30 - 50 Years Old	Number of Employees	3	14	45	115	125	302
		Percentage (%)	37.5%	63.6%	59.2%	62.8%	73.1%	65.7%
	Over 50 Years Old	Number of Employees	5	8	31	30	30	104
		Percentage (%)	62.5%	36.4%	40.8%	16.4%	17.5%	22.6%
Total			8	22	76	183	171	460

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

New Employees and Resignation Status

In 2024, 55 new employees were hired, and in terms of gender ratio distribution, the percentage of female new employees was 0.2% higher than that of male new employees ; in terms of age composition, the 30-50 age group made up the largest share of new hires in 2024. Additionally, the total number of resignations in the year was 115, of which 57 were voluntary and the percentage of males was 1.8% higher than that of females. In terms of age composition, the highest resignation rate in 2024 was in the 30-50 age group.

The turnover rate in 2024 increased by 8%, mainly due to the strategic adjustment of the organization's human resource optimization. To improve operational efficiency and ensure that resource allocation is more in line with business development needs, the Company has actively implemented internal structural adjustments, focusing on key functions and optimizing human resource allocation. In addition to enhancing the overall competitiveness, it can also ensure that the Company maintains a flexible organizational structure to respond to market changes and business growth needs.

If the Company executes a massive lay-off, the Company shall furnish a lay-off plan 60 days in advance in accordance with the"The Act of the Protection of Employees during Mass Redundancy" and notify the competent authority and related units or personnel. If the labor contract is terminated in accordance with Article 11 of the "Labor Standards Act", the Company shall provide a notice period to the affected employees according to their years of service.

Statistics of Non-Employee Workers

Within the scope of the report, there were a total of 14 non-employee workers responsible for cleaning, catering, security, and other services. The number and composition of these workers remained generally consistent with 2023.

▼ Table of New and Resigned Employees in the Past 2 Years

			New Employee		Resigned Employee		Voluntary Resigning Employee¹	
			Number of Employees	Percentage (%)	Number of Employees	Percentage (%)	Number of Employees	Percentage (%)
2023	Gender	Female	49	52.7%	41	46.6%	33	52.4%
		Male	44	47.3%	47	53.4%	30	47.6%
	Age	Under 30 Years Old	40	43.0%	24	27.3%	9	14.3%
		30-50 Years Old	50	53.8%	52	59.1%	50	79.4%
		Over 50 Years Old	3	3.2%	12	13.6%	4	6.3%
	Total²		93	18.0%	88	17.0%	63	12.2%
2024	Gender	Female	28	50.9%	53	46.1%	28	49.1%
		Male	27	49.1%	62	53.9%	29	50.9%
	Age	Under 30 Years Old	18	32.7%	19	16.5%	13	22.8%
		30-50 Years Old	30	54.6%	83	72.2%	42	73.7%
		Over 50 Years Old	7	12.7%	13	11.3%	2	3.5%
	Total²		55	12.0%	115	25.0%	57	12.4%

1. The voluntary turnover rate does not include: involuntary resignation, expiration of fixed-term contract, death, dismissal, retirement, transfer to an affiliate, expatriate, leave without pay,etc.
2. Percentage is calculated based on total employees.

▼ Statistics of Non-Employee Workers

Work Type							Gender Total	
	Cleaning		Catering		Security			
Gender	Number of People	Percentage (%)	Number of People	Percentage (%)	Number of People	Percentage (%)	Number of People	Percentage (%)
Female	3	21.4%	2	14.3%	1	7.1%	6	42.9%
Male	2	14.3%	2	14.3%	4	28.6%	8	57.1%
Total	5	35.7%	4	28.6%	5	35.7%	14	100%

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.3.2 Listening Strategy GRI 2-16, 406-1

Complaint Mechanism and Communication Channels

D-Link respects every employee's right to freedom of association and the right to form a union according to law. To establish a friendly and smooth communication channel to protect the rights and interests of employees, the Company has set up a labor-management meeting, an employee welfare committee, an employee suggestion box, and an employee complaint channel (general complaints and workplace sexual harassment complaints). To provide multiple channels for employees to express their ideas and suggestions, the Company continues to organize "Date with Supervisors" campaigns, enabling the Company to better understand employee opinions and reach consensus through discussion. The Company treats the complaint cases substantiated via investigation as material cases and reports to the Board of Directors in accordance with the procedures. There was no material reported case in 2024, thus, reporting to the Board was not required.



Anna Lin, D-Linker
I participated in the Date with Supervisors for the first time, and it felt great!

Through such events, employee cohesion and recognition of the Company can be built from another perspective, which is difficult to achieve through other measures or large-scale activities.

▼ Communication Outcomes in 2024

Communication Results in 2024		
Formal Communication and Complaint Channels	Labor-management meeting	Conducted quarterly, with a total of 4 sessions. Labor and management are equally represented, with a total of 10 representatives, including 6 female representatives, and 4 male representatives. The labor representatives are elected by the Company's employees.
	Employee hotline / Dedicated mailbox / Dedicated email	There were one complaint case in 2024.*
	Employee welfare committee	A total of 8 meetings were held. Chairperson and vice chairperson, with a total of 17 members, including 9 female representatives.
Communication Channels	Employee suggestion box	In 2024, through the labor-management meeting, the labor representative's suggestion box received a total of 10 employee feedback responses and all feedback were responded to during the meeting sessions, achieving a 100% response rate.
	"Date with Supervisors"	In 2024, a total of three "Date with Supervisors" events were held, with a cumulative participation of 28 attendees. The events were respectively hosted by the Chairman, the CEO, and the Senior Vice President of Sales.

* The case is a complaint about workplace bullying. The relevant personnel have been interviewed, and a review meeting has been held. The investigation results show that the situation does not constitute workplace bullying. However, poor communication indeed existed in the interactions between both parties. The relevant disposition results have been communicated to the complainant, and the communication training for the respondent has been strengthened to prevent similar situations from recurring.



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Employee Opinion Survey

In addition to employee complaint channels, D-Link also uses employee satisfaction and engagement surveys to understand the feelings of employees, to improve communication with stakeholders, and formulates improvement plans based on the survey results, creating a more friendly workplace environment.

In December 2024, the Human Resources Department conducted the Employee Satisfaction and Engagement Survey through the third-party survey platform — 104 Employee Satisfaction Survey System, targeting all 450 employees at the time. The survey was conducted anonymously and adopted a six-point scale for answers. The survey covered satisfaction and engagement. The satisfaction covers seven aspects : "Supervisors", "Colleagues", "Work", "Compensation", "Developments", "Corporate Culture", and "Sustainable Management". The engagement covers "Value Alignment", "Commitment", and "Retention Intention".

The completion rate of the survey was 73.8%, an increase of 1.7% from last year; the effective completion rate was 67.3%, an increase of 1.3% from last year. Of which, the score of the "supervisor" aspect of the entire company increased by 2.12% from the previous year, and the growth of the "work guidance" increased to 2.75%, demonstrating that the internal training courses were effective for improving the management ability of the supervisor team.

▼ The survey results for 2024 are as follows

104 Survey Platform	Telecommunications and Communications Industry (2024)	2024 Scores (Maximum Score: 6 points)
Value Alignment	PR50	4.29
Effort Commitment	PR56	4.60
Retention Intention	PR58	4.20
Employee Satisfaction	PR63	4.51
Compensation	PR49	3.77
Development	PR49	4.14
Corporate Culture	PR56	4.16
Work	PR58	4.54
Colleagues	PR60	4.76
Sustainable Management	PR61	4.78
Supervisors	PR62	4.82

Based on the results of this survey, the Company will continue to improve in the following two aspects in the future :

1. Continuous optimization of the Company’s salary and benefits system : In addition to the annual salary adjustment plan, retention incentives, and new restricted employee shares, the Company assesses the feasibility of other remuneration systems based on the Company’s ability to afford. In addition, the Company will continuously improve and enhance employee benefits through diverse communication channels to understand the needs of employees.
2. Continuous promotion of internal communications, arrangement of the Company’s supervisors and colleagues to engage in diverse forms of interaction and communication, and enhancement of the employees’ understanding of the Company’s business philosophy, development direction, and organizational culture through activities, company gatherings, games, and meetings.

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

5.4 Diversity and Inclusion

D-Link adheres to policies and programs of diversity, equity, and inclusion (DEI) to encompass representatives and participants from different groups, including employees of different ages, ethnicities, abilities, physical and mental disabilities, genders, religions, cultures, and sexual orientations, and ensures that they enjoy the same labor rights and interests. For detailed information, please refer to the D-Link official website "Diversity".

- 5.4.1 Diversified Employment
- 5.4.2 Gender Friendliness



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Building a Diversified and Inclusive Working Environment through Various DEI Programs



Promote Pay Equity



Mix up the Team



Develop a Training Program



Facilitate Feedback



Acknowledge Holidays of All Cultures



Assess Company Policies

D-Link Products are Also Pursuing DEI

In order to fulfill corporate social responsibility and to practice the spirit of diversity and inclusion, the Company has introduced the principle of inclusive user interface design into the product design stage, and is committed to creating a friendly digital experience for all users. The emphasis of the design includes : increasing the font size to enhance readability, using a clean and orderly information structure, optimizing the guidance process to improve the smoothness of operation, and creating a user environment that is barrier-free with equal participation.



Easy to Perceive

Easy to Operate

Easy to Understand

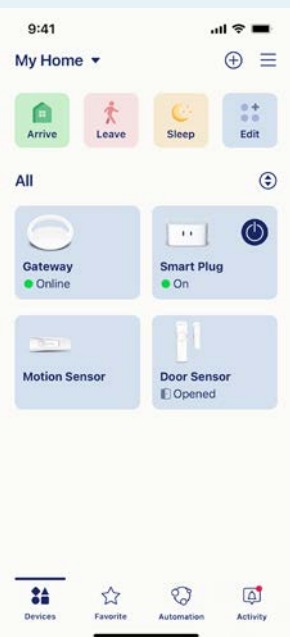
Robustness

*Government Web Accessibility Guidelines

Before



After



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.4.1 Diversified Employment SASB TC-HW-330a.1

Employees with Physical and Mental Disabilities

D-Link creates opportunities to assign appropriate talents to each position efficiently, without any differences due to special physical and mental conditions. In 2024, a total of 4 individuals with physical and mental disabilities were hired (including 2 individuals with severe / extremely severe disabilities), including 1 person at the manager level.

Empower the Female

D-Link ensures gender equality in recruitment and promotion, with no bias based on gender. The proportion of female employees has continued to grow annually, increasing from 45% to 46.7% over the past 3 years—an increase of 1.7%. In addition, female managerial officers³⁵ now account for 50% of all managerial positions. Moving forward, D-Link will continue to increase the representation of women in both managerial roles and the overall workforce to achieve substantive gender equality.

Multiple Nationalities

D-Link adheres to the principles of local employment, diversity respect, and equal opportunities. In 2024, the headquarters and Taiwan subsidiaries hired a total of 10 foreign employees, accounting for 2.2% of the total workforce. They hold the positions of senior Deputy Director, Chief Engineer, lead engineer, senior engineer, engineer are from Türkiye, India, Indonesia, South Korea, Malaysia, Portugal, Italy, and Thailand. Foreign employees have equal employment opportunities as domestic employees.

³⁵The applicable scope of managerial officers according to the definition of the Securities and Futures Commission of the Ministry of Finance: (I) General managers and those with equivalent levels. (II) Deputy general manager and those of equivalent levels. (III) Associate deputy general managers and those of equivalent levels. (IV) Head of the financial department. (V) Head of the accounting department. (VI) Other persons with the authority to manage the affairs and sign on behalf of the Company. The managerial officers of D-Link include the Chief Strategy Officer, CEO, Vice President (three, including the CFO), Assistant Vice President, Accounting officer, and Corporate Governance Officer, eight people in a total.

▼ Employment Status of Persons with Disabilities

	Number of People	Employment Rate (%)	Number of Employees in Supervisory Positions	Proportion of Supervisory Positions (%)
Male	4	0.87%	1	0.94%
Female	0	-	0	-

▼ The Ratio of Female Employees and Supervisors in the Past 3 Years

	2022	2023	2024
Percentage of Female Employees	45.0%	46.1%	46.7%
Percentage of Female Supervisors	35.3%	37.4%	35.8%



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.4.2 Gender Friendliness GRI 401-3 , 405-2

Equal Pay

D-Link also attaches great importance to gender equality and plans a fair promotion and salary system for both genders. Staff remuneration is determined based on their education and work experience, professional knowledge and skill, seniority, personal performance, etc., and respect for equal pay for equal work between men and women, adhering to the principle of equality, regardless of gender.

▼Basic Salary Ratio for Male and Female Employees in the Past 2 years

		The Senior Management Positions	Mid-Level Management Positions	Junior Management Positions	Technician	Other Employees
2023	Female	1	1	1	1	1
	Male	0.89	1.18	1.10	1.11	0.99
2024	Female	1	1	1	1	1
	Male	1.20	1.12	1.09	1.13	1.11

* The basic salaries of all employees are higher than the statutory basic salary.
* Please refer to Chapter 5.3.1 "Workforce Composition in the Past 3 Years" for job definitions (P.138).

▼Overall Remuneration Ratio for Male and Female Employees in the Past 2 years

		The Senior Management Positions	Mid-Level Management Positions	Junior Management Positions	Technician	Other Employees
2023	Female	1	1	1	1	1
	Male	0.95	1.21	1.09	1.13	1.01
2024	Female	1	1	1	1	1
	Male	1.21	1.16	1.10	1.14	1.09

* In addition to the basic salary, the overall remuneration statistics range also includes overtime pay, duty allowance, compensation for unused leave, incentives, employee dividends, etc.
* The ratio of basic salary plus remuneration is calculated in accordance with the salary disclosure standards of TWSE / TPEX listed companies.
* Please refer to Chapter 5.3.1 "Workforce Composition in the Past 3 Years" for job definitions (P.138).

Parental Leave

According to the "Gender Equality in Employment Act", D-Link's employees may apply for parental leave without pay before their children reach the age of 3. In 2024, a total of 3 people applied for parental leave without pay, including 1 male and 2 females. 1 applied for an extension, and 2 were still within the original leave period.

▼The Number of Employees on Parental Leave and Returning to Work in 2024

Items	Female	Male	Total
Number of people who are eligible to apply for parental leave	12	17	29
Number of people who applied for parental leave	2	1	3
Number of people who should be reinstated from parental leave (A)	2	1	3
Number of people who should be and have been reinstated from parental leave (B)	1	0	1
Return rate after parental leave (% = B/A)	50.0%	0%	33.3%
Number of people who have been reinstated from parental leave in 2023 (C)	0	0	0
Number of people who have been reinstated from parental leave in 2023 and completed their first year of service in 2024 (D)	0	0	0
Retention rate after parental leave (% = D/C)	-	-	-

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental
Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- **5.4 Diversity and Inclusion**
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

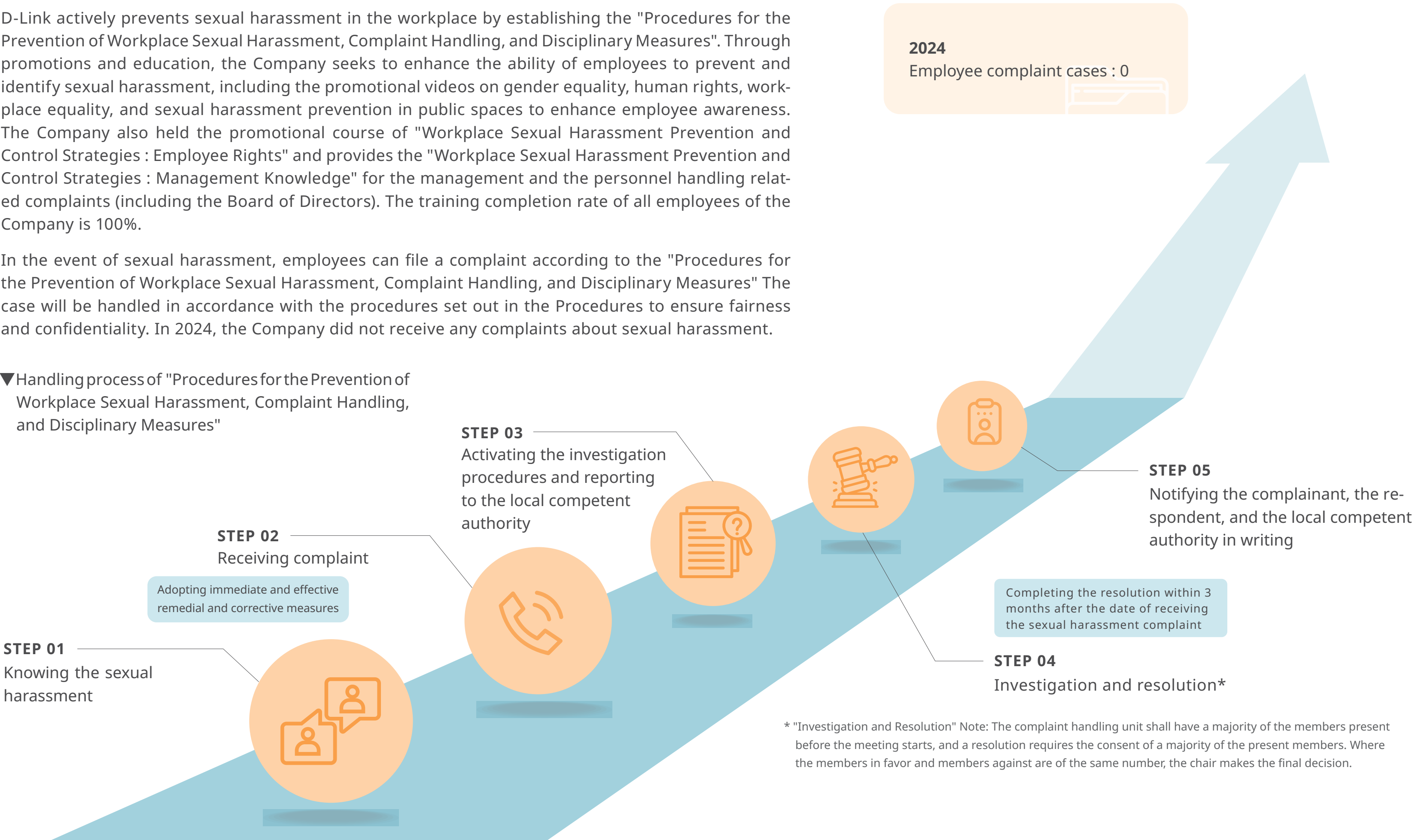
Appendix

Respect for the Boundary

D-Link actively prevents sexual harassment in the workplace by establishing the "Procedures for the Prevention of Workplace Sexual Harassment, Complaint Handling, and Disciplinary Measures". Through promotions and education, the Company seeks to enhance the ability of employees to prevent and identify sexual harassment, including the promotional videos on gender equality, human rights, workplace equality, and sexual harassment prevention in public spaces to enhance employee awareness. The Company also held the promotional course of "Workplace Sexual Harassment Prevention and Control Strategies : Employee Rights" and provides the "Workplace Sexual Harassment Prevention and Control Strategies : Management Knowledge" for the management and the personnel handling related complaints (including the Board of Directors). The training completion rate of all employees of the Company is 100%.

In the event of sexual harassment, employees can file a complaint according to the "Procedures for the Prevention of Workplace Sexual Harassment, Complaint Handling, and Disciplinary Measures" The case will be handled in accordance with the procedures set out in the Procedures to ensure fairness and confidentiality. In 2024, the Company did not receive any complaints about sexual harassment.

▼Handling process of "Procedures for the Prevention of Workplace Sexual Harassment, Complaint Handling, and Disciplinary Measures"



- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

5.5 Talent Cultivation and Development

D-Link builds a comprehensive education and training system based on the Company's strategy, vision and values, and recruits talents with potential through various campus cooperation programs to make outstanding talents and the Company grow together with competitive compensation and benefits.

- 5.5.1 Talent Recruitment Pipeline and Campus Cooperation Plan
- 5.5.2 Diversity Learning
- 5.5.3 Talent Cultivation Plan
- 5.5.4 Education and Training
- 5.5.5 Compensation and Performance Appraisal





About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.5.1 Talent Recruitment Pipeline and Campus Cooperation Plan

To attract outstanding talents, D-Link adopts multiple strategies for recruitment. In addition to collaborating with the leading employment platform in Taiwan for recruitment purposes, the Company also encourages existing employees to recommend talents to join it, and welcomes professionals whose philosophies are consistent with the Company's to move forward with it; at the same time, it continues to cooperate with various colleges and universities to cultivate young students through industry-university cooperation. To attract outstanding talents, D-Link provides competitive compensation and benefits in the market, and is committed to growing together with the employees.

In 2024, D-Link further integrated into campuses, and actively participated in campus talent recruitment activities, while expanding and strengthening the recruitment channels for information technology talents, aiming to cultivate and attract more outstanding talents to join.

▼ Collaborating with Schools for Campus Recruitment Events

- National Yang Ming Chiao Tung University
 - National Chengchi University
 - National Taiwan Normal University
 - National Taipei University
 - National Tsing Hua University
- National Central University
 - National Taiwan University of Science and Technology
 - National Taipei University of Technology
 - Tamkang University
 - Takming University of Science and Technology

5.5.2 Diversity Learning

Based on its organizational strategy, vision and values, D-Link provides opportunities for off-the-job training, on-the-job training, and self-development, according to the needs of different groups, such as new employees, general employees, junior officers, middle-level officers and senior officers through comprehensive training plans. Strengthen the organizational human capital and build a learning system that is consistent with D-Link culture, and help to enhance the Company's sustainable operating competitiveness.

D-Link provides comprehensive new employee training courses to new recruits, focusing on helping them quickly to become familiar with the Company's systems, products and related benefits, so as to deepen their sense of loyalty and identification with the Company. The Company now includes "Human Rights Promotion", "Intellectual Property and Personal Information Act Promotion", "Ethical Management Promotion" and "Gender Equality and Workplace Sexual Harassment Prevention Promotion" as required courses for new employees. Meanwhile, by combining the corporate sustainability goals, health promotion and legal compliance, D-Link adopts diverse methods to implement common training and promotional courses, and encourages the employees to integrate such into their daily work through repeated video broadcasts. In addition, the Company provides health promotion-related lectures to facilitate employees to achieve a better work-life balance.

D-Link encourages employees to share work experience through internal courses and provides corresponding internal training courses or arranges to participate in professional training from external organizations based on the needs of each department. Furthermore, senior employees have the opportunity to serve as coaches or counselors to help new employees, interns and students for part-time working quickly integrate into the work and life at D-Link.

▼ Training System

			Senior Management	Mid-Level Management	Entry-Level Management	Non-Supervisory Employees	New Employees
Off-Job Training	New Employees Training	Onboarding Training					●
		New Employees Training*					●
	Basic Training	Core Competency and General Studies Programs	●	●	●	●	
		Information Security, Personal Information Protection	●	●	●	●	
		Human Rights Advocacy, Intellectual Property Rights, Trade Secret	●	●	●	●	
		Internal Control and Audit, Ethical Corporate Management, Against Corruption	●	●	●	●	
		Money Laundering Control, Prevention of Insider Trading	●	●	●	●	
	Professional Training	Departmental Professional Knowledge and Skills Training	●	●	●	●	
		Project-Based Learning and Certification subsidy	●	●	●	●	
	Management Training	Management Training	●	●	●		
		Management Development Programs		●	●	●	
On-Job Training	On-Job Training	Job Substitution		●	●	●	●
		Job Guidance		●	●	●	●
		Job Enlargement		●	●	●	●
		Job Enrichment		●	●	●	●
		Project Participation		●	●	●	●
		Coaching and Mentoring		●	●	●	●
		Internship Training		●	●	●	●
		Internal Knowledge Sharing		●	●	●	●
	Self Development	Self Development and Improvement	●	●	●	●	●
		Seminar Participation	●	●	●	●	●
		Book Club Participation	●	●	●	●	●

* Corporate overview, Organization and Corporate Culture, Product Introduction, Industrial Safety Introduction, Information Security Introduction, Personal Information Protection Introduction

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental
Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

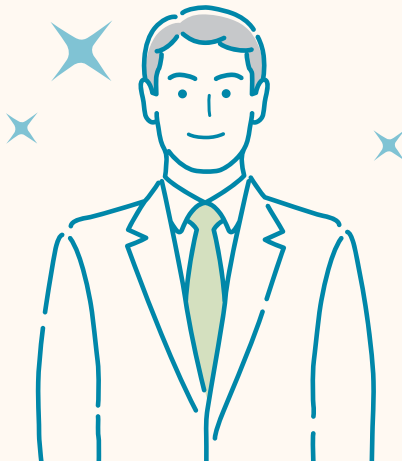
5.5.3 Talent Cultivation Plan

In order to promote individual development at different levels, D-Link provides comprehensive training programs to ensure that the Company has high-quality talents while strengthening the leadership and management capabilities of officers at all levels. These programs include high potential talent development, leadership development for

officers, professional competency development and succession planning. By formulating personal development plans, we help managers and employees continuously stimulate the motivation for career development under a diverse and comprehensive education and training system.

Development of High Potential Talents

- Conduct a high-potential talent assessment for all company supervisors.
- Implement a structured development plans for high-potential talents, including personal development plans and development work assignments.



Development of Supervisor Leadership

- Regularly discuss the development plans for the organization and senior executive with the CEO and the President.
- Design workshops for different organizational development and needs to guide supervisors to think and discuss.
- Supervisor leadership training courses.



Cultivation of Professional Competency

- Provide personal efficacy courses and learning resources for non-supervisors to enhance work efficiency.
- Provide professional and technical training.



Succession Plan

- Review key positions within the Company.
- Arrange 1-3 successors for key positions.
- Arrangements for successors of key positions:
 - a. Project execution to increase their experience.
 - b. Job rotation to cultivate diverse perspectives and capacities, quickly identify problems, stimulate stress resistance, and implement resource allocation and train the decision-making.



Target Performance Management

- The concept of target performance management has been introduced since 1992. The Company's vision and strategic goals are integrated with individual employee work objectives through systematic target and performance management settings.
- In combination with the organization's operational performance and performance management system, the performance appraisal results are truly reflected in the annual promotion and reward system, allowing employees to grow with the Company.



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

▼Key Talent Development Programs in 2024

High-Potential Talent Development Program		New Employee Orientation Program
Objective	In order to strengthen the future management and leadership of the organization, the Company has developed a structured course design and practical-oriented learning to cultivate talent with strategic thinking, team leadership and cross-departmental collaboration capabilities. The Company further improves the decision-making judgment, performance management, and promotion abilities of high-potential talent to strengthen their comprehensive leadership, leading the team to achieve the goals and lay a solid foundation for the sustainable development of the enterprise.	Through systematic new employee training, we help new employees quickly immerse themselves in the corporate culture, familiarize themselves with the Company's rules and procedures, and improve the overall organizational performance and employee retention rate.
Target Audience	Management or senior professional staff	Employees onboard in the current year
Training Hours	322 person-hours	461.4 person-hours
Development Focus	This cultivation program focuses on core competencies such as management, leadership, and leading the team to success. The course covers topics such as strategic execution, win-win cooperation, and exerting influence. With case studies, team task practices, and a senior executive mentor system. It is a growth model promoting both the theory and practice of high-potential talents.	The course includes important issues such as "ethical management", "human rights protection", "prevention of sexual harassment in the workplace", "education and training on intellectual property, and promotion of the Company's IP management policies", "information security awareness", "regulations of personal information protection", and "workplace health and safety". The overall course design combines diverse, interactive, and fun learning formats. New employees get to know each other through group activities and strengthen the spirit of teamwork while gaining a deep understanding of the corporate culture from diverse professional perspectives.



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.5.4 Education and Training GRI 404-1

The learning and development system in D-Link is based on the Company's strategy, vision and values, and is constructed through a comprehensive education and training plan with new employees, professional training, management training and self-development as the pillars.

▼ Total Hours of Employee Education and Training in 2024 (Units : Hours)

	Female		Male		Total	
	Training Hours	Training Hours per Employee	Training Hours	Training Hours per Employee	Training Hours	Training Hours per Employee
Senior Management Positions	64.6	21.5	113.4	22.7	178.0	22.3
Mid-Level Management Positions	222.5	31.8	400.8	26.7	623.3	28.3
Junior Management Positions	456.5	16.3	980.8	20.4	1,437.3	18.9
Technician	972.5	15.4	2,499.8	20.8	3,472.3	19.0
Other Employees	1,957.7	17.2	889.1	15.6	2,846.8	16.6
Total Training Hours	3,673.8	17.1	4,883.8	19.9	8,557.7	18.6

* Please refer to Chapter 5.3.1 "Workforce Composition in the Past 3 Years" for job definitions and the number of employees by job category and gender (P.138).

▼ Overview of Training Programs Held in 2024

	Sessions	Participants	Training Hours
New Employee Training	60	373	461.4 person-hours
Corporate Sustainability Courses	4	1,803	1,578.2 person-hours

Total Training Session	Total Participants	Total Training Hours	Total Training Expenses	Average Cost per Person
234 sessions	5,465 participants	8,557.7 person-hours	NT\$1,492,000 (▲ 53.4%)	NT\$3,244

* The significant increase in overall investment in education and training reflects D-Link's commitment to talent development.

To deepen the employees’ understanding and participation in sustainability issues, D-Link has set up the "ESG Column" on its internal platform, to regularly publish daily posts as the continuous sharing of sustainability knowledge and cases that align with global trends and are closely connected to everyday life. The contents cover climate change, green living, circular economy, social innovation, inclusion, and diversity, helping employees understand the implications and impact of ESG from diverse perspectives. In 2024, a total of 228 posts were published in the ESG columns, including topics such as circular economy, resource reuse, support for local agricultural products, promotion of sustainable diets, and support for disadvantaged groups. In addition, the column also regularly shares the latest progress and results of D-Link’s promotions of social projects, so that the employees can understand the positive impacts of the actions they participated in. In 2024, there was a total of 26,557 clicks to learn new knowledge about sustainability.

Additionally, a video promotion related to corporate sustainability is played in the public space of the headquarters building. The video topics cover "Human Rights", "Ethical Management" , "Prevention of Money Laundering / Prevention of Insider Trading", "Personal Data Protection", and "Intellectual Property Rights Protection" and "Gender Equality / Prevention of Sexual Harassment", and other different themes. The topics are updated regularly every month, with 25,319 views and 1,050.1 hours in 2024.

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.5.5 Compensation and Performance Appraisal GRI 404-3

D-Link conducts performance appraisals every year. The appraisal applies to all full-time employees who have passed the probation period. Performance is assessed based on employee work objectives (including organizational goals) and core functions, and is divided into non-management and management positions. Employees set annual performance goals at the beginning of each year, and perform the performance appraisals in the middle of the year and at the beginning of the following year, as a principle. The results of the performance appraisals are used as the reference basis for evaluation of employee promotion / salary increases, training and development plans, job transfers, bonus payments, performance improvement and succession plans. For the underperforming employees, their respective supervisors will initiate a performance improvement plan and draft it together with the employees, to conduct a three-month performance improvement process, with monthly reviews and records.

The 2024 annual performance appraisal process started in mid-January 2024. Except for 14 new employees who had not yet passed the probation assessment, 3 expats appraised by overseas subsidiaries, and 4 fixed-term contract employees — a total of 21 individuals — the rest of the employees underwent the 2024 performance appraisal. The appraisal coverage rate was 100%.

▼ Number and Roportion of Employees Who Received Regular Performance Appraisals in 2024

	Female	Male	Total	Percentage
Senior Management Positions	3	5	8	100%
Mid-level Management Positions	7	15	22	100%
Junior Management Positions	27	48	75	100%
Technician	53	111	164	100%
Other Employees	105	48	153	100%
Total	195	227	422	100%

* Please refer to Chapter 5.3.1 "Workforce Composition in the Past 3 Years" for job definitions (P.138).

D-Link adheres to the principles of internal balance and external fairness in its overall planning, and formulates remuneration policy based on the concepts of market competitiveness and internal fairness. The overall salary positioning refers to the third-party salary survey report information, considering economic and business trends, government regulations, as well as the Company's profitability, unit performance, and individual achievements, which serve as the basis for adjustments to performance bonuses, employee compensation, and the diversified remuneration system. 1% to 15% of the annual profit is also allocated in accordance with the Company's articles of incorporation. 5% of the Company's profits was provided as the employee remuneration for 2024 to allow employees to participate in business results. The average salary increase for the entire Company in 2024 is 4.12%, with some employees receiving more than 18.8%.

▼ Average and Median Salary of Full-Time Non-Managerial Employees in the Past 3 Years

	Average Salary	Median Salary
2022	1,078,000	974,000
2023	1,139,000	1,040,000
2024	1,184,000	1,060,000

1. Definition of salary: including regular salary, overtime pay and non-regular salary, but excluding severance pay and pension.
2. The Company's salary level has been much higher than the statutory base salary for the past three years (please refer to the official website of the Ministry of Labor for the statutory base salary for each year).
3. In 2022 and 2023, the median salary of employees was in the top 12% and top 11% of the TWSE / TPEx listed companies in the same industry, respectively.
4. For more details, please refer to the [Market Observation Post System](#) (MOPS).

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

5.6 Workplace Health and Safety

To create a safe work environment and protect the safety and health of employees and suppliers, D-Link is committed to establishing an effective occupational health and safety management system based on the occupational health and safety policy. The Company will continue to implement and track improvements. Appropriate occupational safety and health regulations are implemented to ensure the health and safety of colleagues in controllable workplaces.

- 5.6.1 Occupational Safety and Health Management System
- 5.6.2 Labor Health and Safety Organization, Education and Training, and Work Environment Monitoring
- 5.6.3 Healthy Workplace



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.6.1 Occupational Safety and Health Management System

To enhance the health and safety of workers, D-Link has established its occupational health and safety management framework in accordance with the Occupational Safety and Health Act and relevant government regulations. In 2012, the Company implemented and obtained certification for the OHSAS 18001:2007 Occupational Health and Safety Management System. In line with the system upgrade, D-Link obtained ISO 45001:2018 certification in January 2019. The latest recertification audit was successfully completed in December 2024, and the certificate was duly renewed. The Company not only ensures the effectiveness of the occupational health and safety management system but also remains committed to its continual improvement.

D-Link adopts the PDCA process to continuously operate the occupational safety and health management system. According to the Control Procedure for Safety and Health Planning, D-Link conducts risk assessment and hazard identification for all departments within the Company once a year, and sets up a hazard identification team consisting of representatives of all departments. All department representatives have received education and training on hazard identification and risk assessment. After identification and assessment, improvement objectives were planned for unacceptable risks and improvement plans and measures were implemented; the Company also conducts an internal audit and an external audit respectively once a year.

Those assessed in the risk assessment and hazard identification table as high risk-level or above will be listed as priority improvement items, and will be taken as an important basis for formulating occupational safety and health objectives and plans. When deciding on control measures or considering changing existing control measures, consideration should be made in the order of elimination, substitution, engineering control, sign warning and / or administrative control, and personal protective equipment to reduce risks.

Accident Notification and Investigation Process

D-Link has developed a "Management Procedures for Occupational Safety and Health Incident Handling", and based on such, workers can immediately report to the supervisor in case of work-related accidents or false alarms. All workers have the right to stop the work or take relevant emergency measures to evacuate the workplace in case of any emergency situation that directly endangers personal safety (such as fire and earthquake) during the execution of relevant operations. The Company shall not dismiss, transfer, or

Occupational Health and Safety Management System (ISO 45001: 2018) Certification.



refuse to pay wages during the suspension of operations, or impose any other unfavorable sanctions on workers due to their aforementioned behaviors.

In case of any accident with casualty, the emergency reporting hotline should be immediately called for medical treatment, the authorities should be notified in accordance with relevant occupational safety laws and regulations, and relevant occupational disaster notification and investigation analysis forms should be filled out. The notification process is shown in the following flow chart.

Occupational Disaster and Accident Reporting and Investigation Process (Including Commuting Disasters)

Reporting Process

Division of Powers and Responsibilities





About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

D-Link has conducted an inventory and identified health and safety risks in the workplace according to the ISO 45001 Workplace Health and Safety Management System, to identify risks and mitigate the possibility of occurrence and severity thereof. Upon identification, in 2024, there were no high-risk items, and the top three types of medium-risk hazards are "traffic accidents when commuting", "tripping down" and "ergonomic", respectively. In addition, the Company regularly identifies and assesses the risks of contrac-

tors’ operations every year to ensure that the operations of the contractors meet the requirements of workplace health and safety. Upon assessment, the operations including external wall cleaning, external wall filling (silicone), sewage tank cleaning, and water tower cleaning are outsourced. As these operations have been standardized, and qualified equipment adopted, the risks are controlled, and no high-risk substances are involved, they are determined to be low-risk operations.

▼ Achievement of Occupational Safety and Health Goals Plan for 2024

Goals	Plan Name	Contents	Progress
Occupational disaster prevention	Occupational disaster prevention	Quarterly promotions of occupational accident prevention regarding the occupational accident cases of the quarter and preventive measures on the Portal.	Completed
Practical drills for emergency response and evacuation	Fire drill	Conducted two emergency response and evacuation drills to improve the identified problems	Completed
Establish the concept of independent health for employees	Health lecture events	Six health or safety promotion activities in 2024	Completed
Perfect the healthy workplace	Health Promotion Badge	Maintain the Health Promotion Badge and apply for excellent workplace certification	Completed
Strengthening the Workplace Health and Safety Management System	Review and amendment of the documents at different levels of the ISO 45001 management system	Continuous improvement for the procedures of the workplace health and safety management system	Completed

▼ Top 3 Types of Hazards From The Hazard Identification and Risk Assessment in 2024

Name of Operation	Hazard Identification and Consequences					Existing Protective Measures	Risk Reduction Measures
	Operating Conditions			Hazard Type	Description of the Scenarios that May Cause Hazards		
	Object	Operation Region	Operation Qualifications				
Commuting	Employees	Traffic between home and company	License	Road traffic accidents during commute	Injuries in traffic accidents involving other vehicles when driving cars / riding scooters.	Traffic safety promotion Education and training	<ul style="list-style-type: none">The occupational accidents are announced on the Company's official website on a quarterly basis.The descriptions of the latest occupational accidents are incorporated in the materials of education and training.
			None		Injured from motorcycle accident (self-fall).	Traffic safety promotion	
					Injuries from being hit by cars violating traffic rules when walking on the crosswalk.		
Office	Employees	Office	None	Fall	Slipped and injured due to wet floor.	Keep the ground dry	The cleaning personnel are requested to enhance the environmental cleaning and inspection.
				Human factors	Using computers, using eyes for a long time, or no rest, results in eye fatigue.	Eye protection campaign promotion Portal promotion	Risk and hazard prevention promotion.
					Improper sitting posture or no appropriate break when using computers to work results in injuries to the muscle or bone.	Computer Work Safety Promotion / Prevention Plan for Ergonomic Hazards	

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

5.6.2 Labor Health and Safety Organization, Education and Training, and Work Environment Monitoring

Employee Safety and Health Organization

At D-Link, the "Corporate Finance & Operation Center" is a level 1 management unit of labor safety and health organization. It is responsible for formulating, planning, promoting, and supervising matters related to health and safety management, and for directing the implementation by relevant departments. D-Link has established the "Occupational Health and Safety Committee", which meets once every 3 months. It is responsible for providing suggestions related to the health and safety policies formulated by the Company and reviewing, coordinating, and suggesting health and safety-related matters. The committee consists of 9 members, and the Chief Financial Officer of the Corporate Finance & Operation Center acts as the Chairperson. The Deputy Director of Human Resources & Operation & Legal Affairs Division acts as the executive secretary. In addition, the supervisor and employees of the Administrative Labor Safety Department (4 members) and labor representative members (3 members) serve as the committee members to handle the matters related to Article 12 of the "Occupational Safety and Health Management Measures".

In addition, D-Link has established the "Occupational Health and Safety Management and Review Committee". The committee consists of 6 members and the Chief Financial Officer serves as the Chairperson. The Deputy Director of Human Resources & Operation & Legal Affairs Division serves as the Deputy Chairperson and the supervisor and employees of the Administrative Labor Safety Department (4 members) and labor representative members (3 members) serve as the committee members. A management review meeting is held regularly at the end of each year to discuss and vote on various occupational safety issues. Extraordinary meetings are convened when necessary.

Safety and Health Education and Training

To enhance the health and safety awareness needed for employees in the workplace, D-Link conducts employee orientation and on-the-job education and training. In 2024, a total of 62 employees who have served in the Company for over 3 years and 54 new employees participated in and completed the training.

D-Link has appointed three occupational safety and health-related personnel in accordance with Article 3 of the Occupational Safety and Health Management Measures, and has regularly completed the back-training in accordance with Article 18 of the Occupational Safety and Health Education and Training Rules.

▼ Regulations on the Return Training of Personnel Related to Occupational Safety and Health

Personnel Related to Occupational Safety and Health	Retraining Regulations*
Class A Business Supervisor	At least 6 hours every 2 years
Class A Occupational Safety Manager	At least 12 hours every 2 years
Class B Occupational Safety and Health Management Personnel	

* According to Article 18 of the Occupational Safety and Health Education and Training Rules.

Labor Work Environment Monitoring

D-Link is dedicated to creating a comfortable and safe work environment for employees. It regularly conducts carbon dioxide, illumination and noise monitoring in the operating environment every 6 months according to the laws and regulations. In terms of water quality, it changes the filter elements of water dispensers and tests the water quality every quarter and cleans the water tower and detects its water quality every 6 months. The detection results conform to the criteria. Furthermore, D-Link promotes and requires employees to use personal protection equipment during dangerous operations, in order to prevent employee exposure to hazards in the workplace. It also complies with the related regulations of the "Implementation Measures for Labor Operating Environment Monitoring".

Contractor Security Management

D-Link has developed a "Contractor Control Procedure". Relevant contractors must be informed of "workplace hazards", "Contractor Safety and Health Management Instructions", and sign the "Contractor Environmental Safety and Health Statement" before entering the site. The entry application must be completed before the engineering operation, and work can only be carried out after approval.

2024

No contractor-related work injuries and safety accidents.

Emergency Response

D-Link has established a fire prevention manager according to fire regulations. Aside from preparing fire inspection reports every year, firefighting equipment maintenance is conducted regularly every quarter and fire drills are conducted every 6 months. In addition, the Company conducts the firefighting team training twice a year, and applies to the fire department to send fire fighters to the Company, and explains to firefighting team members, ensuring that they have sufficient and correct evacuation knowledge. In 2024, two building evacuation drills were completed, with a total of 386 employees participating.

Moreover, to enhance the overall response ability, the Company has established the "Emergency Response Management Procedures" to specify the response preparation and handling measures for emergency incidents such as fires, earthquakes, and pandemic prevention. Emergency response drills or training shall be regularly conducted. If the frequency is stipulated by the law, the drills or training shall be conducted accordingly and the rest shall be conducted once a year, in order to minimize the employee and company asset losses and social and environmental impacts caused by disasters.

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Occupational Safety and Health Management Results in the Past 3 Years

In 2024, there were 0 deaths and 0 disabling incidents among employees and contractors, so the disabling frequency rate (FR) and disabling severity rate (SR) were both 0, far below the industry average announced by the Occupational Safety and Health Administration (please refer to the "2023 Annual Report of Labor Inspection and Statistics").

▼ ISO 45001 Occupational Safety and Health Management System Structure

		Number of People Included in the Management System		Total Number of People in the Organization		Proportion	
		Employees ¹	Non-Employees ²	Employees	Non-Employees	Employees	Non-Employees
2022	Unaudited	0	0	0	0	-	-
	Audited by Internal Audit Procedures	515	0	515	0	100%	-
	Audited or Certified by External Organizations	515	14	515	14	100%	100%
2023	Unaudited	0	0	0	0	-	-
	Audited by Internal Audit Procedures	518	0	518	0	100%	-
	Audited or Certified by External Organizations	518	14	518	14	100%	100%
2024	Unaudited	0	0	0	0	-	-
	Audited by Internal Audit Procedures	460	0	460	0	100%	-
	Audited or Certified by External Organizations	460	14	460	14	100%	100%

1. Employee: full-time employee.
2. Non-employee: interns, suppliers, contractors, etc.

▼ Safety Management Performance of Employees and Non-Employee Workers in the Past 3 Years

Indicator	2022		2023		2024	
	Employees	Non-Employees	Employees	Non-Employees	Employees	Non-Employees
Injury Rate (IR) ¹	0	0	0	0	0	0
Total Recordable Injury Frequency Rate (TRIFR) ²	0	0	0	0	0	0
Disabling Frequency Rate / (FR) ³	0	0	0	0	0	0
Lost Time Injury Frequency Rate(LTIFR) ³	0	0	0	0	0	0
Total Lost Workdays	0	0	0	0	0	0
Disabling Severity Rate (SR) ⁴	0	0	0	0	0	0

▼ Occupational Injury Statistics of Employees and Non-Employees in the Past 3 Years

		Total Work Hours Experienced	Cases of Occupational Hazards ¹			Occupational Hazards Rate		
			Number of Deaths	Number of Serious Occupational Injuries ²	Number of Recordable Occupational Injuries ³	Death Rate ⁴	Percentage of Serious Occupational Injuries ⁵	Percentage of Recordable Occupational Injuries ⁶
2022	Employees	1,001,360	0	0	0	0	0	0
	Non-Employees	29,908	0	0	0	0	0	0
2023	Employees	1,002,576	0	0	0	0	0	0
	Non-Employees	25,812	0	0	0	0	0	0
2024	Employees	909,208	0	0	0	0	0	0
	Non-Employees	23,636	0	0	0	0	0	0

1. Occupational injury: injuries caused by workers performing their duties or occurring in the workplace, and "commuting disasters to and from work" are not included in the statistics.
2. Serious occupational injury: disability or inability to recover to a healthy state before the injury within 6 months caused by occupational injuries (excluding death).
3. Recordable occupational injuries include: death, unconsciousness, major injury or illness, job rotation required, medical treatment required (more than first aid level but may not be hospitalized).
4. Death rate=number of deaths caused by occupational injuries × 1,000,000 / total working hours experienced.
5. Serious occupational injury rate=number of serious occupational injuries × 1,000,000 / total working hours experienced.
6. Recordable occupational injury rate=recordable number of occupational injuries (including severe occupational injuries, deaths, and other recordable occupational injuries) × 1,000,000 / total working hours experienced.

1. Incidence Rate (IR) = Number of recordable occupational injury incidents x 200,000 / Total working hours experienced.
2. Total Recordable Injury Frequency Rate (TRIFR) = Number of recordable occupational injuries x 1,000,000 / total working hours experienced.
3. Disabling Frequency Rate (FR) = Number of disabling injuries (including death, permanent full disability, permanent partial disability, temporary full disability, etc.) x 1,000,000 / Total working hours experienced; equivalent to the lost-time injury frequency rate (LTIFR).
4. Disabling Severity Rate (SR) = Days loss from disabling injury x 1,000,000 / total working hours experienced.

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental
Sustainability

CH5 People and Society

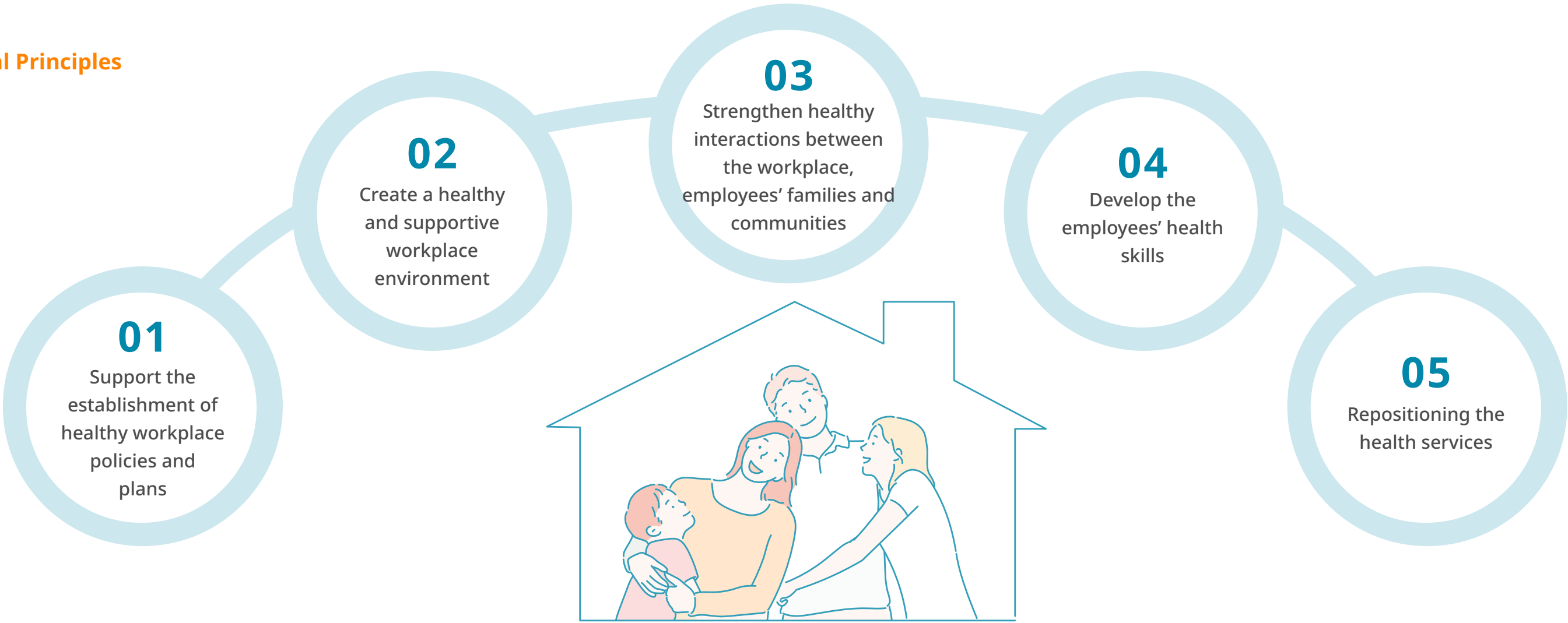
- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

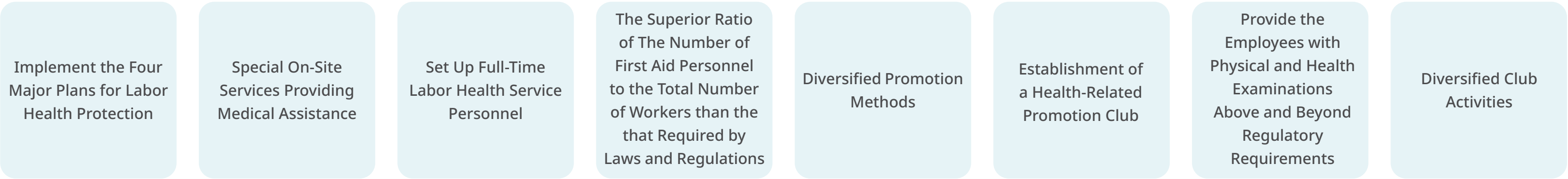
5.6.3 Healthy Workplace

To fully care for colleagues' physical and mental health, D-Link established the "Health Promotion Declaration" in 2023, committing to five fundamental principles, and through the following eight major initiatives, the Company aims to create the best healthy workplace :

5 Fundamental Principles



8 Major Initiatives



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix



1. Four Major Plans for Labor Health Protection

1-1 Maternal Health Protection Plan for the Workplace

In order to optimize workplace maternal health protection, D-Link continues to promote workplace maternal health protection plans to ensure the physical and mental health of female employees during childbearing age, pregnancy, postpartum, and breastfeeding period. In 2024, a total of five cases were accepted for maternal health protection, and all of them were provided with appropriate protection and work adjustments in accordance with relevant regulations, to implement the principles of gender friendliness and workplace safety.

▼D-Link Maternity Protection Measures

1. Conduct hazard risk assessments of the working environment and workload.
2. Arrange physicians with occupational medicine expertise to provide on-site services.
3. Maintain and improve the comfort and safety of the breastfeeding room.
 - Set up the emergency rescue facilities to improve the safety of lactation rooms.
 - Add wheelchairs to improve the barrier-free breastfeeding environment.
 - Establish an incentive system for early detection and health education, and provide a mother-friendly supportive environment.
4. Care for the physical, mental, and spiritual changes of employees during pregnancy and 1 year after delivery, and conduct regular activities:
 - Hazard assessment and control.
 - Health education and guidance.
 - Risk classification management.
 - Work adaptability arrangements and other related measures.



1-2 Prevention Plan for Illegal Infringement During the Performance of Duties

D-Link is "zero-tolerant" towards violence, harassment and other illegal violations, and the Human Resources Department has established multiple employee reporting channels to protect employees' right to file the complaint ; procedures for handling illegal infringement events have been formulated and emergency response drills were conducted to reduce the incidence rate. In addition, when illegal violation occurs, full-time dedicated personnel in labor health services will conduct physical and mental health follow-up counseling and rights protection, and assist the employee in referring to professional assistance such as occupational medical doctors and medical units when necessary. In 2024, a total of 30 "Illegal Infringement Hazard Identification and Risk Assessment Forms" were collected. After analysis, no high-risk unit was found, indicating that the overall work environment risk management effectiveness was good.



1-3 Prevention Plan for Illness Caused by Abnormal Workloads

Operation type in D-Link belongs to regular day-shift operation, with no shift or night work. The Company regularly tracks high-risk employees, and integrates the results of physical examination of employees to assess overwork hazards, arrange dedicated personnel in labor health services for interviews and health guidance, adjust or shorten working hours and change work content, conduct health examinations, management and promotion, evaluate the effectiveness and make improvement of the above, or adopt other safety and health-related measures. In 2024, a total of four employees worked overtime for more than 45 hours per month. The risk assessment results showed that their workload did not reach a high risk level.



1-4 Prevention Plan for Ergonomic Hazards

Considering that most of the employees are engaged in computer operations, which may lead to ergonomic hazards such as shoulder pain or wrist tunnel syndrome, the Company continuously promotes the prevention program for ergonomic hazards and strengthens the employees' awareness of personal healthcare through internal announcements and health seminars. In 2024, a total of 423 questionnaires were collected on the risk of musculoskeletal disorders. No employee was qualified as a confirmed disease, nor was a high-risk case identified. The Company also provides adjustable chairs and monitors, and the labor health service personnel assist employees in adjusting the placement of computers, chairs, and phones according to individual needs at their seats to reduce the risk of ergonomic hazards.

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental
Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix



**2. Special On-Site Services
Providing Medical Assistance**

Hire physicians from the Occupational Medicine Department of the Chinese Association of Occupational Medicine as physicians for the special on-site service, to provide on-site services once every two months (six times / year), for health consultation and workplace visits; and hire other staff of labor health services when necessary, depending on the needs of BUs, to provide relevant on-site services and medical assistance.



**3. Set Up Full-Time Labor Health
Service Personnel**

The Company currently has one full-time labor health service staff to perform labor health services, plan health examinations and health promotion activities.



4. Emergency First Aid

To ensure that all personnels receive necessary emergency assistance within the golden rescue period of an emergency, D-Link has 2 automatic extracorporeal cardiac defibrillators (AEDs) equipped in the headquarters building. Cardiopulmonary resuscitation and AED operation teaching courses are included in employee education and training. At the same time, the ratio of emergency personnel to labor is higher than legal regulations, with a total of 16 emergency personnel to maintain the quality of emergency rescue. In addition, the Company also holds irregular additional "Simplified First Aid Skills Training", to deepen employees' impression of the first aid process and improve the quality of emergency rescue through repeated operations and exercises.



5. Diversified Promotion Methods

Promote work hour standards, knowledge on prevention of workplace fatigue-related diseases, and health management strategies to employees through videos, activities, lectures, articles, and posters.



**6. Establishment of a Health-
Related Promotion Club**

The Company has many health promoting clubs, such as a Health Promotion Club, Yoga Club, Aerobics Club, Fitness Club, among other clubs, and holds dynamic and static health promotion lectures from time to time. In 2024, the Health Promotion Club held 6 health promotion lectures, with 241 participants.



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix



7. Provide the Employees with Physical and Health Examinations Above and Beyond Regulatory Requirements

7-1 Employee Physical and Health Examination

For employees who pass the probation, the Company subsidizes the physical examination fee. Employees who have been employed for one fully year are entitled to a free-of-charge health examination worth NT\$6,000 once every 2 years.



7-2 Vaccine Protection

The Company provides annual self-funded and government-funded influenza vaccines, and other vaccines depending on the emerging infectious diseases and needs of the employees, along with rewards or subsidies, to encourage vaccination. The Company also allows employees' family and friends to participate in the vaccination program.



8. Diversified Club Activities

Cross-departmental communication is encouraged, a group of 10 or above is eligible to apply for the establishment of a club and receive subsidies, so that employees can cultivate interests in their spare time and achieve work-life balance.

D-Link actively cooperates with health authorities to promote various health promotion activities and independently handles diversified health promotion activities. In 2020, it was awarded the "Health preliminary Badge" by the National Health Administration of the Ministry of Health and Welfare, and was awarded the "Health accreditation Badge" again in 2023, and "Good Breastfeeding Room Certification Mark-High Distinction Award", due to its continuous commitment to promoting health awareness among employees, their family members, and the community. The Company hopes to drive the industry and community to jointly build the best healthy workplace in the future.

▼ Health Workplace Certification: Health Preliminary Stamp, Health Accreditation Stamp, and Good Breastfeeding Room Certification.



- 5.1 Sustainability
Strategies and Goals -
Social Aspect
- 5.2 Human Rights
Protection
- 5.3 Employment and
Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and
Development
- 5.6 Workplace Health and
Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

5.7 Benefits and Retirement System GRI 401-2

To create a better working environment, D-Link provides many additional benefits that are superior to those stipulated by laws and regulations. The Company also protects the quality of life for retired employees through a comprehensive retirement plan.

- 5.7.1 Employee Benefits
- 5.7.2 Retirement System



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.7.1 Employee Benefits

D-Link provides many additional benefits that are superior to those stipulated by laws and regulations to create a better working environment and enhance workplace competitiveness. Through diversified and flexible welfare planning, the Company is also able to garner soft power while taking care of employees.

Physical and Mental Health



Work-Life Balance

- New employees have a three days advanced annual leave from the date of entering the Company (except for contract personnel)
- Five days of sick leave with full pay per year (including menstruation leave / excluding hourly employees)
- Three days of family care leave with full pay per year (excluding hourly employees)
- Those with a miscarriage after two or more months of pregnancy but less than three months should be prevented from work and given one week of paid maternity leave
- Exemption from Saturday make-up days
- Various types of leave (including personal leave, sick leave, maternity leave, antenatal care leave, antenatal care accompanying leave and paternity leave, menstruation leave, family care leave, marriage leave, funeral leave, work injury leave, annual leave, etc.)
- Remote work application
- Flexible working hours



Insurance

- Overseas business travel accident insurance / emergency medical insurance for sudden illness / travel inconvenience insurance
- Group insurance (including fixed-term life insurance, accident insurance, hospitalization medical insurance, cancer medical insurance, major illness insurance, occupational disaster insurance, etc.)
- Subsidy for hospitalization medical insurance and cancer medical insurance for dependents of employees
- Labor insurance
- National health insurance



Health Care

- Free health examination worth NT\$6,000 once every 2 years
- New employee health examination subsidy
- Regular occupational medical visits
- Dedicated on-site nurse
- Regular health promotion seminars



Maternal and Infant Care

- Employee care during pregnancy and within 1 year after delivery
- Friendly Childcare Measures - Partner Preschools



Inclusive and Friendly Space

- Professional massage for stress relief
- Free gym, basketball court, table tennis table, dance classroom, and shower space
- Prayer Room and Ablution Facilities
- Accessible parking spaces for people with disabilities, gender-friendly restrooms
- Breastfeeding room, and medical room
- Employee restaurant and employee lounge
- Reading area for books, newspapers, and magazines

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental
Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Financial Health



Bonus / Cash Allowance

- Performance incentives
- Employees profit sharing (employee remuneration)
- Festival cash gift (Mid-Autumn Festival / Dragon Boat Festival / Spring Festival)
- Birthday cash gift
- Marriage and childbirth gift money
- Outstanding talent recommendation bonus (excluding specific supervisors and recruitment-related units)
- Labor pensions



Diverse Subsidies

- Funeral, hospitalization, and emergency assistance subsidies
- Subsidy for external training
- Subsidy for club funds
- Subsidy for meals in employee cafeteria
- Overtime meal allowance
- Department dining subsidy
- Employee travel subsidy
- Coffee bar birthday gift cup



Discounts and Offers

- Employee discounts for group-affiliated enterprises
- Employee purchase (welfare goods) discount
- Discounts offered by partnered stores
- Free motorcycle parking spaces and discounted car parking plan



Michelle Kuo, D-Linker

The benefit of massage by visually impaired provided by the Company makes me feel warm and happy. I can relax myself in the busy life with a minimal expense. I feel my body relax and peace of mind after each massage. I really appreciate the Company for this thoughtful arrangement.

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.7.2 Retirement System

In accordance with the "Labor Standards Act of the Republic of China", the D-Link welfare plan provides retirement reserves at a rate of 2% of the actual salary approved by the competent authority, which is deposited in a special account of the Bank of Taiwan. At the end of 2024, the defined benefits assets totaled NT\$56,260 thousand. The foreign companies make defined benefit plans contributions to the pension fund in accordance with local regulations.

The defined contribution plan is in accordance with the provisions of the Labor Pension Act, and the contribution rate of 6% of the employee's monthly salary is allocated to the labor pension personal account of the Bureau of Labor Insurance. The foreign companies make contributions in accordance with relevant local regulations. The Company's recognized worldwide pension expenses (including foreign subsidiaries) in 2024 were NT\$126,737 thousand.

▼ D-Link Pension Contribution Plan and Preparation Status

	Capital Value of the Retirement Plan	2024 Pension Preparation Status	Allocation as a Percentage of Salary	Degree of Participation in the Program
Benefits Plan	At the end of 2024, the Group had the defined benefits obligations totaled NT\$64,076 thousand.	The Group's Bank of Taiwan labor pension reserve account balance amounted to NT\$120,336 thousand, and pension benefits of NT\$98 thousand was recognized in 2024. The amount of NT\$56,260 thousand exceeding the defined benefit obligation has been transferred to the defined benefit assets.	In accordance with the provisions of the "Labor Standards Act of the Republic of China", the domestic companies of the Group must contribute 2% of the actual salary paid to the pension reserve fund based on the contribution rate reported to and approved by the competent authority, and deposit such in a dedicated account in the Bank of Taiwan. The foreign companies of the Group must contribute the pension funds in accordance with local regulations.	Domestic companies of the Group must comply with the "Labor Standards Act of the Republic of China", while foreign companies must contribute to pensions in accordance with relevant local regulations.
Contribution Plan	The Company's recognized worldwide pension expenses (including foreign subsidiaries) in 2024 were NT\$126,737 thousand.		The defined contribution plan of the domestic companies of the Group is in accordance with the provisions of the "Labor Pension Act", and the contribution rate is 6% of the employee's monthly salary, which is contributed to the individual labor pension account of the Labor Insurance Bureau. The foreign companies made contributions in accordance with local regulations.	

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

5.8 Social Engagement

D-Link markets networking products to the world and is the most popular in the global consumer networking equipment market. In addition to providing excellent products and services, D-Link established the core spirit, "more local, more welfare to the public", through the Care Club, the Outing Club and the ESG Office. D-Link is actively organizing and responding to various social engagement activities. The Company hopes to connect the love and good deeds with social needs through its involvement in technology.



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

5.8.1 Charity Participation

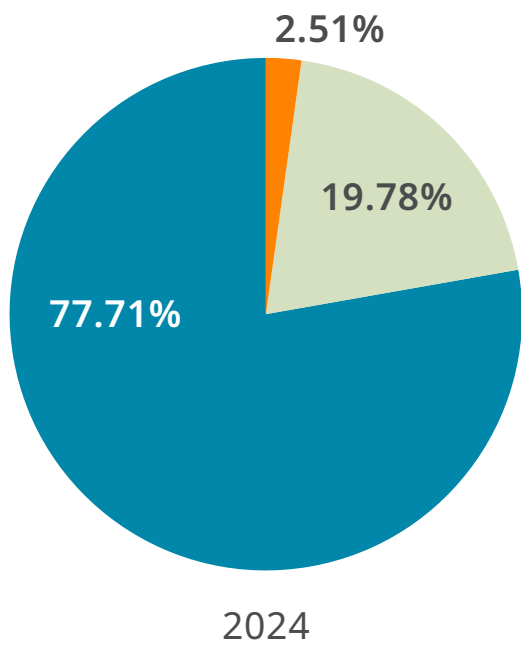
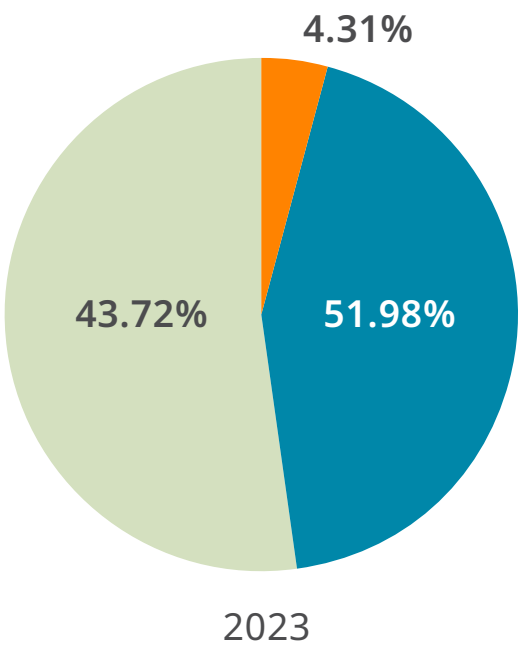
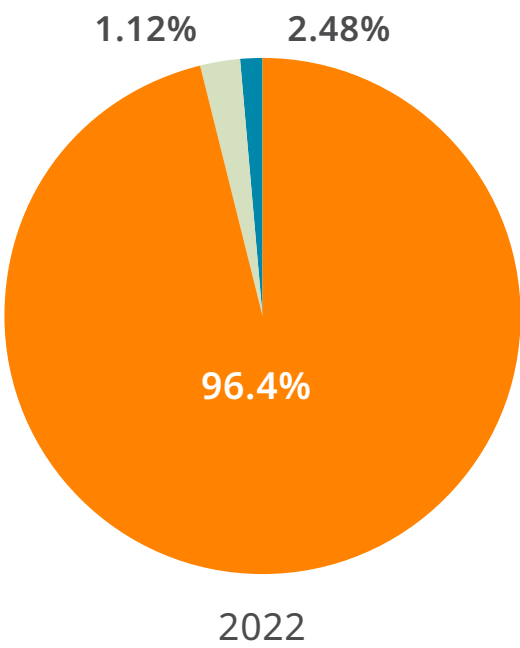
Starting from 2022, we have integrated the Company's internal public welfare resources, plan the social engagement projects that are highly relevant to functions and industries (such as organizing Internet and information security education activities for disadvantaged groups and social welfare institutions, Charitable Network Checkup, etc.), and design the public welfare activities better themed and regular (such as monthly "D-Link Everlasting Donation", "D-Link Caring Passport" public welfare points collection, public welfare points exchange for art exhibition / performances tickets, etc.) to increase participant's stickiness and expand the influence.

In 2024, D-Link prioritized the Greater Taipei area and collaborated with 36 charitable partners, investing nearly NT\$10 million in resources to implement 36 social engagement projects and activities. These initiatives benefited a total of 17,568 individuals, including social welfare organizations, children in remote areas, social enterprises, sports teams, people with physical and mental disabilities, and other underprivileged groups.

▼ Charity Investment Forms for the Past 3 Years

Forms of Investment	2022		2023		2024	
	Value of Resources Invested	Percentage	Value of Resources Invested	Percentage	Value of Resources Invested	Percentage
Charitable Donations	2,274,123	96.40%	231,697	4.31%	246,407	2.51%
Community Investment	58,634	2.48%	2,352,412	43.72%	1,938,672	19.78%
Commercial Initiatives	26,400	1.12%	2,796,677	51.98%	7,617,102	77.71%
Total	2,359,157	100%	5,380,786	100%	9,802,181	100%

Charitable DonationsCommunity InvestmentCommercial Initiatives





About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Charitable Donations

D-Link Everlasting Donations

What We Care : Social Welfare, Education, Environment, Arts and Culture

Through material collection and donation, we provide support from time to time to disadvantaged groups and solve problems such as resource inequality and environmental impacts caused by the misplacement and waste of available materials.

How

The Company holds a monthly "D-Link Everlasting Donations" campaign with rotating themes to collect new / used items. In addition to employee donations, internal resources such as used computers and massage allowances are reviewed and allocated. All items are matched via social welfare platforms and delivered to small-scale welfare organizations or disadvantaged groups.

Whom

- Eden Social Welfare Foundation
- Taipei NeiHu Technology Park Development Association
- Taipei Blood Center
- Work Development and Holistic Education Association of R.O.C
- Wesley Community Service Association
- TSG Imperial Eagle Social Welfare Charity Foundation
- Nantou County Yushi Community Development Association
- Step30 International Ministries
- Jen Ji Shiang Social Service Institute Taipei City
- Hsinchu City Sports Development Association for the Disabled
- Miaoli County Social Welfare Promotion Association
- Dreamers Non-Profit Organization
- SPBOOK Bookstore

Resources

Value
246,407 NT\$ dollars

Participate
146 volunteers

Service
111 hours

Where



- Taipei City (4)
- New Taipei City (1)
- Taoyuan City (1)
- Keelung City (1)



Community Benefit		Benefits to D-Link
Outputs	<ul style="list-style-type: none">• Provide support to 13 social welfare institutions.• Organized 12 material collection events.• 9,129 items donated. (Including computers, shoes, clothing, bags, toys, etc.)• Donated NT\$68,900 charged for massage by the visually impaired to social welfare organizations.• 9,545 people were benefited.• 21,750 c.c. of blood was collected to supplement the blood bank.	<ul style="list-style-type: none">• Enhance brand awareness.• Improve external ESG assessment scores.• The Company actively has participated in blood donation events for 11 consecutive years, and received awards and demonstrate care for the community.• Won the TCSA "Top 100 Sustainability Model Enterprises of Taiwan".• Won the TCSA "Creative Communication Leadership Award".• The affiliates under the Group support such proactively to enhance consensus and loyalty.
Outcomes	<ul style="list-style-type: none">• Supplementary blood was donated to the blood bank to relieve blood shortage.• The resource inequality of blood bags in various regions was mitigated.• Recycle usable materials to reduce the impact on the environment.	<ul style="list-style-type: none">• All employees are encouraged to cherish their items, and understand how to practice sustainable actions in their daily routines.• Enhance the recognition of the participating employees to the Company's social actions.• Shape the Company's unique culture and continue to demonstrate the Company's positive influence.
Impacts	The recipient organizations and the groups they serve will give back to society in the future and generate a positive cycle.	The employees actively participate in social welfare activities, promote sustainability practices within the Company, and drive sustainability awareness in their families and communities.





About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Commercial Initiatives

Internet and Information Security Education / Charitable Network Checkup

What We Care : Digital Gaps, Benefits for Socially Disadvantaged Children and Teenagers

With the functions of the networking equipment industry, we help improve the network knowledge and information security protection awareness of disadvantaged students and close the digital gap.

How

- Engineers are dispatched to social welfare institutions every quarter, to conduct charitable network checkup and donate network equipment to improve the quality of the network connectivity.
- Go deep into small-scale social welfare organizations and organize "Internet and Information Security Education / Charitable Network Checkup" for school children.
- The "D-Link, The Link" Summer Charity Camp was held during the summer vacation, covering Internet and information security education and ESG education.

Whom

- Taipei Nangang Juru Community Development Association
- Parenting Association of Taoyuan
- EAS New Start Association
- Taoyuan Green Garden Multicultural Picture Book Extension Development Association
- Reach Out and Read Taiwan
- Taipei Sanyuanse Rehabilitation Home
- Taiwan Digital Talking Books Association
- Keelung Shuangfu Development Associatio

- Collaborated with 3 external partners (Little Ears Cultural Media, Tainan TSG GhostHawks Basketball Team, and TIMAMA DELI & CAFÉ Green Catering Services)
- Donated five routers

Resources

Value
123,852 NT\$ dollars

Participate
45 volunteers

Service
72.6 hours

Where



- Taipei City (4)
- New Taipei City (1)
- Taoyuan City (1)
- Keelung City (1)



Community Benefit		Benefits to D-Link
Outputs	<ul style="list-style-type: none">• Conducted Charitable Network Checkups for 4 social welfare organizations.• Organized 2 "D-Link, The Link" sessions on networking and cybersecurity.• Organized 1 material "D-Link, The Link" Summer Charity Camp.• Conducted 1 knowledge enhancement initiative for kids.• 5,420 people were benefited.	<ul style="list-style-type: none">• Expand brand visibility.• Improve the brand favorability.• Improve external ESG assessment scores.• Won the TCSA "Top 100 Sustainability Model Enterprises of Taiwan".• Won the TCSA "Creative Communication Leadership Award".• Won the TCSA "Taiwan Sustainability Action Awards".
Outcomes	<ul style="list-style-type: none">• Enhance students' understanding of internet operation principles and information security risks.• Take root in sustainable education, cultivate students to become ESG seeds. Understand the sustainable actions we can do in life and share them with our family and peers.• Improve the networking connectivity and efficiency of social welfare agencies.	<ul style="list-style-type: none">• Enhance the recognition of the participating employees in the Company's social actions.• Shape a more solid mutual trust and common prosperity culture among enterprises, society, and communities.
Impacts	<p>The children and teenagers can correctly use the Internet, with the concept of self-protection to reduce the possibility of infringement of their rights.</p>	<p>Employees actively participate in social welfare activities and contribute to closing the digital gaps from the disadvantaged groups.</p>



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Community Investment

Environmental Education

What We Care : Environmental Education, Health Promotion

Through program design, enable stakeholders to understand the local ecosystem, appreciate biodiversity and conservation, and actively engage in environmental protection to raise awareness.


How

- Organized an ecological guided tour at Jiannan Butterfly Garden
- Held a beach cleanup activity at Linshanbi Cape titled "Pick Up Plastic, Reduce Plastic – My Clean Effort"
- Hosted an agri-food education seminar
- Carried out the "Lights Off for One Hour" campaign in response to Earth Day
- Promoted eco-friendly actions for "Earth Day"
- Collaborated with social innovation partners to launch eco-friendly handicraft workshops

Whom


- Collaborated with 4 external partners (Chiayi Agricultural Experiment Branch , Mackay Memorial Hospital ,Butterfly Expert Huang Xingqi, WISHLITE)
- Taipei Liu-Kung Agriculture Foundation
- North Coast & Guanyinshan National Scenic Area Management Office

Resources




Value

86,115 NT\$ dollars



Participate

37 volunteers



Service

61.5 hours

Where



- Taipei City (1)
- New Taipei City (1)
- Taoyuan City (1)



May Wang, D-Linker

By participating in the environmental education activities organized by the Company, I can practice environmental protection in my daily life. It not only broadens my vision, but also stimulates me to change. I hope that sustainability can become a part of our daily life.



Community Benefit		Benefits to D-Link
Outputs	<ul style="list-style-type: none">• Leveraging local resources, D-Link invited professional environmental educators to conduct education and travel events.• For 3 consecutive years, employees and their families participated in beach clean-ups, collecting 22 bags (approx. 65 kg) of marine debris within 1 hour.• Invited green diet instructors to conduct 1 food and agriculture education session for employees.• Partnered with a social Innovation Organization WISHLITE to organize 2 environmental handicraft courses for employees and kids.• Total of 154 participants join the program.	<ul style="list-style-type: none">• Expand ESG aspects concerned and improve external ESG assessment scores.• Shape a high-quality brand image• Obtained the “Health Promotion Badge” certification from the Ministry of Health and Welfare.• Won the TCSA “Top 100 Sustainability Model Enterprises of Taiwan”.• Won the TCSA “Creative Communication Leadership Award”.
Outcomes	<ul style="list-style-type: none">• Helping to restore the original appearance of the coast along the Linshanbi Trail in New Taipei City.• Through the eco- friendly handicraft lessons, waste is transformed into recyclable green resources being integrated into life, and the application value of renewable resources is enhanced.• Enhance students’ concepts of environmental protection and recycling, and share the concept with their families and communities.	<ul style="list-style-type: none">• Enhance employees’ awareness of environmental and ecological conservation, to stimulate their willingness to practice sustainable actions in their daily lives, while sharing the correct environmental protection concepts with their families and communities.• Encourage the employees to care for small local farmers and promote the concept of a friendly environment and food.• Enhance the recognition of employees toward the corporate commitment to environmental friendliness.
Impacts	Children and teenagers can actively participate in environmental protection and resource recycling activities to effectively reduce littering and actively improve environmental quality.	The employees actively participate in environmental protection events and voluntary activities to promote the importance of eco-friendly actions and ecological conservation within the Company.

About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Commercial Initiatives

Promotion of Arts

What We Care : Arts and Culture, Multifaceted Education

Support the domestic cultural development and cultivate the artistic and cultural literacy of the employees and disadvantaged students.

How

A charity points collection mechanism is designed to launch the "D-Link Caring Passport", for the employees to earn points by participating in charity activities. The points can be exchanged for tickets for local arts and cultural exhibitions and performances in Taiwan. The person with the highest accumulated points in the year will also receive awards and public recognition.

Whom

- A-Nee-Gu
- Ifkids Theatre Studio
- Formosa Circus Art



Simon Huang, D-Linker

The love points accumulated by participating in D-Link Everlasting Donations can be exchanged for free art and cultural event tickets. I really think this is very meaningful that small donations not only facilitate positive cycles, but also give me a wonderful parent-child theater experience and warm memories.

Resources



Value
83,190 NT\$ dollars

Where



- Taichung City (1)
- New Taipei City (1)
- Yilan County (1)



Community Benefit		Benefits to D-Link
Outputs	<ul style="list-style-type: none">• Supported 3 performances by arts and cultural organizations<ul style="list-style-type: none">- A-Nee-Gu 《A-Nee-Gu Gets into Trouble Again! YA~》- Ifkids Theatre Studio 《The Secret Garden》- Formosa Circus Art 《The blank character》• 94 people were benefited.	<ul style="list-style-type: none">• Improve the brand favorability.• Expand the targets for diverse social participation.• Won the 1111 Job Bank "2023 Happy Enterprise Gold Award".• Won the TCSA "Top 100 Sustainability Model Enterprises of Taiwan".• Won the TCSA "Creative Communication Leadership Award".
Outcomes	<ul style="list-style-type: none">• Enhance the fame of diversified arts and cultural groups.• Promote students' diverse experiences.	<ul style="list-style-type: none">• Improve the employees' arts and cultural literacy and promote sound physical and mental development.• Enhance employees' recognition of and commitment to the Company's dedication to the development of culture and the arts.
Impacts	Children and teenagers can unleash more creativity and possibilities by connecting to diverse things.	Improve the employees' enthusiasm for supporting domestic cultural groups' performances, to attract more attention to them and motivate them to create more excellent works, and thus promote social and cultural literacy.



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Community Investment

Procurement of Public Welfare Products

What We Care : Economic Support for Social Welfare Organizations

Through the procurement of public welfare products, we support the domestic social welfare organizations with practical actions and help the disadvantaged to become self-reliant.

How

- Weekly Flower Subscriptions from NPO : starting from 2017, we subscribe to bouquets every week from Xinhua Flower Shop.
- Pomelo Procurement for Public Welfare : Supported the "Love Pomelo 2024" project of Seed in Land Social Enterprise, by inviting employees to support eco-friendly agricultural products, and all profits were used in dinners for school children in rural areas.

Resources

Value
47,817 NT\$ dollars

Whom

- Xinhua Flower Shop
- Seed in Land Social Enterprise
- Hualien County Growth Holistic Care Association

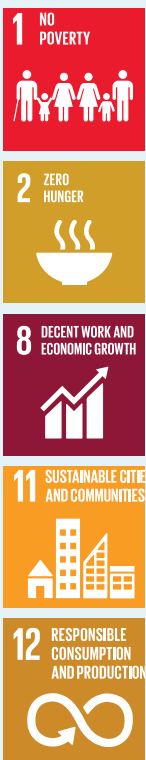


Nelly Wang, D-Linker
I took part in the pomelo purchase and weekly flower subscription activities with my colleagues, and was inspired by how small actions can make a big difference. We not only support friendly agriculture and school children in remote areas, but also help the disadvantaged to be independent and warm themselves up.

Where



- Taipei City (1)
- New Taipei City (1)
- Hualien County (1)



Community Benefit		Benefits to D-Link
Outputs	<ul style="list-style-type: none">• 155 charity bouquets were ordered.• 40 boxes of organic pomelos, for totaling nearly 120 kilograms were ordered.• 27 participants join the program.• 655 people were benefited.	<ul style="list-style-type: none">• Create a high-quality corporate image.• Improve the brand favorability.• Improve employee satisfaction.• Won the TCSA "Top 100 Sustainability Model Enterprises of Taiwan".• Won the TCSA "Creative Communication Leadership Award".
Outcomes	<ul style="list-style-type: none">• Support social innovation organizations and their ideas.• Assist workers with mental or physical disabilities in building self-confidence and developing self-reliance capabilities.• Support the farmers of pomelos to continue planting quality agricultural products with friendly farming.• Provide meal subsidies to schoolchildren in rural villages.	Enhance employees' recognition of and commitment to the Company's dedication to social care.
Impacts	Social innovation organizations may continue their operations with friendly concepts and contribute to society and the environment. Meanwhile, by providing children and teenagers with stable and healthy diets, their physical and mental health can be improved.	The employees understand the meaning of public welfare procurement and work with the Company to support the good products produced by social innovation organizations so that the public can benefit together and bring about a positive cycle.



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Commercial Initiatives

Sponsorship to a Professional Sports Team

What We Care : Health Promotion, Diverse Development

Through a professional sports team, we promote high-quality sports activities and create a healthy society.

How

Annually sponsored the Tainan TSG GhostHawks Basketball Team and the TSG Hawks Baseball Team's regular season home games and playoffs. Through this partnership, the teams help promote the Company's premium brand image and provide employees with opportunities to attend games, fostering healthy and quality recreational activities.

Whom

- Tainan TSG GhostHawks Basketball Team
- TSG Hawks Baseball Team

Resources

Value
7,410,060
NT\$ dollars

Where



- Tainan City (2)



Linda Wu, D-Linker

By accompanying the social welfare units to watch the ball games sponsored by the Company, I not only feel the charm of the passionate sports, but also saw the Company's actions to support sports and social welfare, bringing joy and hope to more people in need.



Community Benefit		Benefits to D-Link
Outputs	<ul style="list-style-type: none">• Tainan TSG GhostHawks Basketball Team : Sponsored 12 home regular seasonal games. Attracting 35,000 spectators to watch the game.• TSG Hawks Baseball Team : Sponsored 60 home regular seasonal games. Attracting 420,746 spectators to watch the game.	<ul style="list-style-type: none">• Enhance brand awareness.• Improve the brand favorability.• Won the "Sports Enterprise" certification. from the Ministry of Education.
Outcomes	<ul style="list-style-type: none">• Cultivate healthy and high-quality leisure and entertainment for local people, promote the sports culture, enhance the health awareness.• Become a promoter of young people's sports, seeking to nurture more basketball players.	<ul style="list-style-type: none">• Demonstrating the Company's ambition and actions of supporting the professional sports team.• Encourage employees to engage in sports activities to promote health awareness and mental-physical balance.
Impacts	Enhance the popularity of sports and build a healthy society.	This helps to enhance the corporate brand image and increase the employees' recognition and cohesion with the Company. The employees feel proud of themselves due to the corporate social responsibility and support for sports, which in turn raises morale and they also maintain their physical and mental health through sports events.





About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System
- 5.8 Social Engagement

Appendix

Community Investment

D-Link Group Scholarship

What We Care : Education

In view of the frequent wars in some areas in the world, students who want to study may not be able to study with peace of mind due to the turmoil in the world. Based on the original intention of caring for humanity and cultivating talents, we hope to retain talents in Taiwan through scholarships.

How

Established the "D-Link Group Scholarship" in by cooperating with colleges, to provide ten full scholarships to foreign students in master's degree programs, subsidizing their tuitions and miscellaneous fees, round-trip air tickets, living allowance and other expenses. Those with outstanding performance will have the opportunity to enter the Group's companies for internship and employment.

Whom

- National Taiwan University of Science and Technology

Resources

Value
1,804,740
NT\$ dollars

Where



- Taipei City (1)



Bella Huang, D-Linker

When I was in college, there were limited scholarships provided to foreign students. Now, I'm really touched when I see such support provided by the Company. It is a warm and valuable power for students who have a dream but limited resources.



Community Benefit		Benefits to D-Link
Outputs	<ul style="list-style-type: none">• Provided full scholarships to 7 international master's students<ul style="list-style-type: none">- 1 student from Ukraine- 2 students from India- 4 students from Indonesia	Improve the brand favorability.
Outcomes	<ul style="list-style-type: none">• Encourage foreign students to come to Taiwan to study with peace of mind.• Cultivate outstanding industrial talents.• Increase international visibility.	<ul style="list-style-type: none">• Position the talents from all over the world in advance.• Demonstrate the Company's attempts and actions in giving back to society.• Strengthen brand power and improve the sense of identity of employees and stakeholders.
Impacts	Foreign students have the courage and ability to realize their dreams, understand their potential and strengths through their journey of learning, and are capable of choosing the right field to join in and continue to grow.	We recruit professionals broadly to achieve the goal of corporate sustainability.



About the Report

About D-Link

CH1 Sustainable Operations

CH2 Corporate Governance

CH3 Value Creation

CH4 Environmental
Sustainability

CH5 People and Society

- 5.1 Sustainability Strategies and Goals - Social Aspect
- 5.2 Human Rights Protection
- 5.3 Employment and Employee Participation
- 5.4 Diversity and Inclusion
- 5.5 Talent Cultivation and Development
- 5.6 Workplace Health and Safety
- 5.7 Benefits and Retirement System

• 5.8 Social Engagement

Appendix

5.8.2 Industry Development Promotion

Industry-University Cooperation

The sustainable management of an enterprise depends on long-term talent learning and development. To achieve this goal, D-Link is committed to promoting and implementing industry-university cooperation plans. Since 2011, D-Link has established a two-way and mutually beneficial industrial-academic cooperation model with the neighboring Takming University of Science and Technology. In this model, the internal units teach product technology to students, and students assist in testing and providing feedback on product development. Meanwhile, the Company has established a regular corporate internship program to provide graduates with prioritized employment opportunities.

As of the end of 2024, D-Link has cooperated with 13 colleges, including Tsinghua University, National Taiwan University of Science and Technology, Taipei University of Technology, Taipei University, Taipei University of Education, Taiwan Ocean University, Yuan Ze University, Tamkang University, Aletheia University, National United University, Shih Chien University, Takming University of Science and Technology and Lunghwa University of Science and Technology. Through industrial-academic internships or work-study programs with colleges, D-Link has hired 19 interns and 10 students working part-time to connect them with the industry in advance, and arrange coaches for providing timely guidance, to shorten the gap between learning and application, and thus the cultivation of talents is facilitated. In 2024, one intern have been successfully converted into permanent employees.

Moreover, during 2022 to 2024, the "D-Link Group Scholarship" established in collaboration with D-Link and National Taiwan University of Science and Technology granted a total of NT\$5.08 million to seven foreign students. Among them, two students completed their summer internships at D-Link in 2023.

Networking Information Platform

D-Link transmits the latest networking information through its official website, Facebook, Instagram, Youtube and other social media, as well as press releases and other media. Taking the Taiwan branch as an example, D-Link releases the "Internet New Horizon Quarterly" and operates its own media, to maintain smooth communication channels with the public through diverse channels.



▲ Partnering with Takming University to cultivate networking industry talent : offering a long-term internship programlong-term internship program



▲ Publishing the "Networking Vision" quarterly in Taiwan : sharing insights on network communication with the public