

D-Link Corporation

Operations of the Remuneration Committee in 2024

The Remuneration Committee is operated in accordance with the "Remuneration Committee Charter". The main duties of this committee are described as follows:

1. Stipulate and regularly review the policies, systems, standards, and structure of performance assessment, salaries, and remunerations of Directors and managerial officers.
2. Regularly review and stipulate the salaries and remunerations of Directors and managerial officers.
3. Review and recommend the Board's remuneration package for long-term incentive and talent retention.

Operations of Remuneration Committee:

1. The 5th Remuneration Committee is composed of 3 members.
2. Term of office of the 5th Committee: From 2023.06.20 to 2026.05.30, the Remuneration Committee held 4(A) meetings in 2024. The Remuneration Committee held a total of 4 meetings on 2024.02.27, 2024.04.10, 2024.05.14 and 2024. 08.13.
3. The attendance of the members are as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)
Convener/ Independent Director	Richard Lee	4	0	100%
Independent Director	Richard Chen	4	0	100%
Independent Director	Chun-Hsiung Chu	4	0	100%

The Discussion Items and Resolution Results of the Remuneration Committee in the Most Recent Year, and the Company's Handling of Members' Opinions :

Remuneration Committee Date and Session	Proposal	Resolution	Company's Response Regarding the Remuneration Committee's Opinions
2024.02.27 The 3 rd meeting of the 5 th term	1. Proposal for evaluation of managerial officers' 2023 annual performance results 2. Performance target plan of 2024 managerial officers 3. Proposal for 2023 employees' and Directors' compensation distribution 4. The details of allocation of 2023 directors' compensation	Approved by all members present and submitted to the Board of Directors for discussion.	None
2024.04.10 The 4 th meeting of the 5 th term	Details of allocation of 2023 managerial officers' compensation	Approved by all members present and submitted to the Board of Directors for discussion.	None

Remuneration Committee Date and Session	Proposal	Resolution	Company's Response Regarding the Remuneration Committee's Opinions
2024.05.14 The 5 th meeting of the 5 th term	1. Proposal for managerial officers' promotion 2. The managerial officer Salary and Compensation Adjustment of 2024	Approved by all members present and submitted to the Board of Directors for discussion.	None
2024.08.13 The 6 th meeting of the 5 th term	Proposal for the evaluation of managerial officers' 2024 mid-year performance results	Approved by all members present and submitted to the Board of Directors for discussion.	None