

## **D-Link ESG Newsletter**

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Sustainability You Can See, Impact You Can Read: D-Link Releases Its 2024 Sustainability Report

## **D-Link Releases Its 2024 Sustainability Report**

Since 2013, D-Link has annually published its Sustainability Report in both Chinese and English. The report follows the latest international sustainability disclosure standards and frameworks, identifying key material topics based on the principle of double materiality. It provides detailed information on related management measures, performance, and future plans to address the concerns of key stakeholders. Relevant information is also disclosed on the company's official website.

At the same time, the report serves as an important management tool for D-Link to implement sustainable business practices and align with global sustainability trends. The content reveals D-Link's sustainability vision and transparently discloses its future ESG priorities and strategies.

The 2024 Sustainability Report was officially released on June 30. We warmly invite all partners to download and read the full report on our <u>website</u>. Below is an excerpt from the "Message from the Chairman," offering a glimpse into D-Link's steadfast commitment and actions toward sustainability, as well as sharing our sustainability vision.

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

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



Chairman Victor Kuo



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

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

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

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

— The Gardener 85. By Rabindranath Tagore —

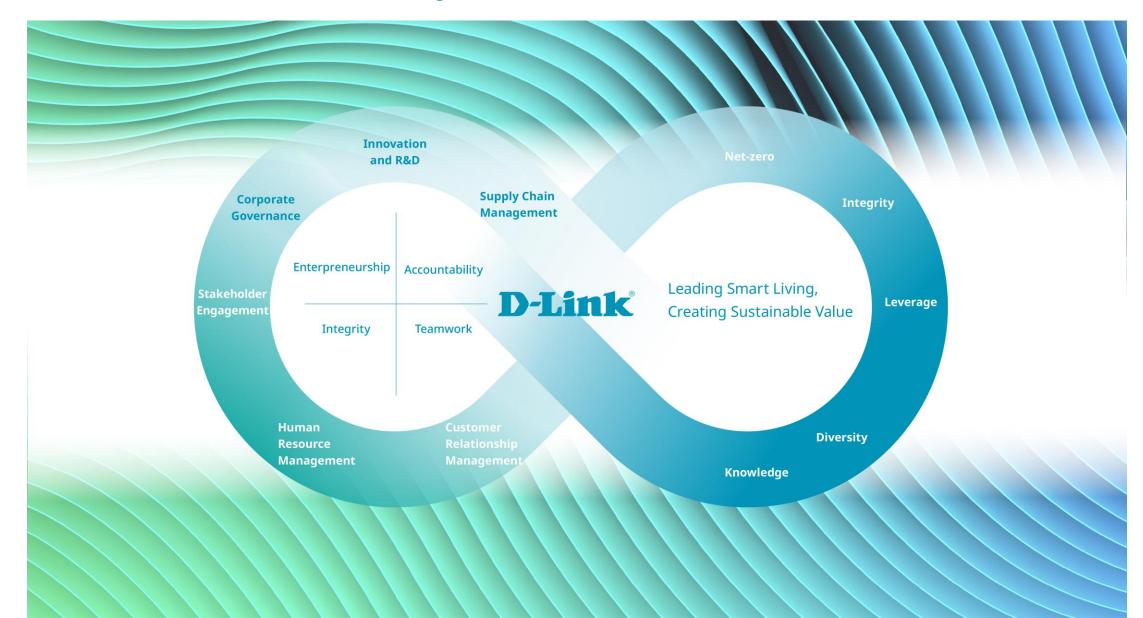
We cannot foresee the world after a hundred years, but every action planned carefully now, is the seed planted for the future. I firmly believe that sustainable development not only relies on the refinement of technology, but also on the robustness of governance and organization. The diversity and professionalization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

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

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

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

## **D-Link's Sustainability Vision**



Every Eco-Friendly Move Starts at the Source: "D-Link Green Pack" Partners Up to Deliver Smarter, Greener Packaging

### **D-Link Green Pack**

With environmental protection becoming an ever-growing global priority, D-Link has taken proactive steps to engage in the low-carbon market and enhance its sustainability competitiveness. In early 2022, the Company launched the "D-Link Green Pack" initiative, focusing on four key design principles: Environmentally Friendly Materials, Plastic-Free Packaging, Volume Optimization, and Packaging Was Made More Efficient. We sincerely thank our supply chain partners for joining us on this journey. Together, through a variety of green practices, we are contributing small but meaningful acts of kindness toward the environment.



#### **Environmentally Friendly Materials**

- The product packaging bags are made of 50% PCR plastic bags to replace the use of native plastic bags.
- Introduce FSC-certified paper to packages of switches.
- The unmanaged switches adopts clay coated board with high percentage of recycled pulp.
- Vegetable ink is adopted for printing the colored box.
- The printing of brown boxes reduces the use of ink by 20%.



#### Plastic-Free Packaging

- The buffer material of the switch product is changed from EPE\* to paper tube that is easy to recycle.
- The surface of the color box has been changed from plastic film glazing (polypropylene coating) to matt oil.
- All packaging bags were removed from dongle products.



#### **Volume Optimization**

 The design of the outer packaging of all new products adopts the minimal-size design, so that they can reach the optimal number for pallet loading.



**Packaging Was Made More Efficient** 

- The packaging design is optimized to improve assembly efficiency.
- No packaging box is adopted for product accessories.

Empowering Every Step of the Career Journey:

D-Link Champions All-Round Talent Development

### **Talent Cultivation Plan**

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 highpotential 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.

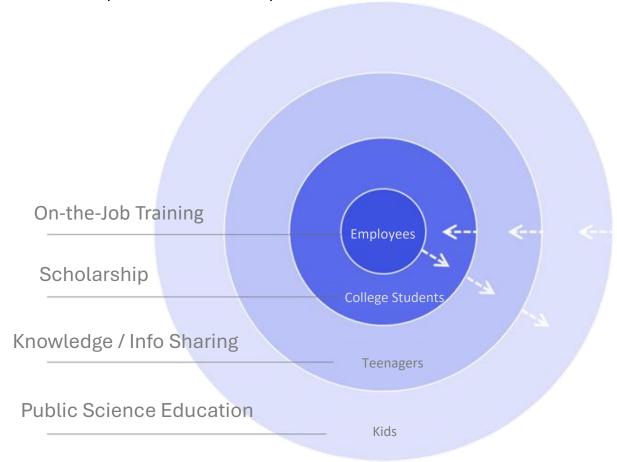


Spreading Knowledge Energy Through a Concentric Design:
D-Link Drives Innovation in Networking & Cybersecurity Learning

## D-Link's Concentric-Circle Model: Growing Networking & Cybersecurity Talent at Every Level

At D-Link, we recognize that educational resources are not always evenly distributed and that cultivating professional talent can be challenging. That's why we created a Networking & Cybersecurity Education Network based on a concentric-circle model—expanding knowledge outward while strengthening expertise inward. This innovative approach nurtures industry-ready professionals and amplifies positive social impact, reinforcing Taiwan's ICT

competitiveness and soft power.



#### 1. Empowering Professional Development

We provide employees with on-the-job Training and learning opportunities, helping them continuously strengthen their skills through lifelong learning.

#### 2. Supporting University Talents

Through the D-Link Group Scholarship, students receive financial support and gain access to internships and career opportunities within our group—ensuring talented young people can pursue their studies while staying in Taiwan.

#### 3. Inspiring Youth ICT Enthusiasts

Our networking professionals share their experiences with high school and university students interested in ICT, sparking curiosity and inspiring the next generation of industry talent.

#### 4. Introducing Networking & Cybersecurity to Children

We bring hands-on programs like the "D-Link, The Link" public science education and summer camp events to micro social welfare organizations, helping children understand the importance of ICT and cybersecurity from an early age.

Beyond education programs, D-Link donates idle laptops to micro social welfare organizations and continues our long-running D-Link Starlight Classroom initiative, empowering underprivileged children with essential networking skills.

## Unlocking Infinite Possibilities in Cybersecurity Education with D-Link's Concentric-Circle Model

D-Link has designed a Networking & Cybersecurity Education Network using a concentric-circle framework, creating tailored learning programs for employees, students at different stages, and underprivileged groups. From knowledge dissemination, industry awareness, and experience sharing to scholarships and talent development, complemented by networking equipment donations, this initiative places in-house professionals at the core while expanding outward and consolidating inward. By leveraging professional expertise to give back to society, D-Link actively contributes to SDG 4: Quality Education.

This innovative concentric-circle model is highly scalable and replicable, offering the potential to generate greater social benefits.

#### Vertical Expansion

For current partners or beneficiaries, the model strengthens their interest in the ICT industry through continuous replication and reinforcement. It allows them to accumulate professional knowledge, eventually enter the industry, and engage in lifelong on-the-job training, continuously learning and staying at the forefront of their field.

#### Horizontal Expansion

This model can be adapted across industries and organizations. By integrating industry-specific characteristics and competencies, other sectors can replicate the approach to expand their impact, cultivate professional talent in Taiwan, enhance soft power, and boost competitiveness.



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