

D-Link Corporation

Operations of the Remuneration Committee in 2025

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

1. Stipulate and regularly review the policies, systems, standards, and structure for 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 employee long-term incentive and talent retention plan to the Board of Directors.

Operations of Remuneration Committee:

1. The 5th Remuneration Committee is composed of 3 members, with a term of office from 2023.06.20 to 2026.05.30.
2. The Remuneration Committee held a total of 6(A) meetings which took place on 2025.02.26, 2025.04.15, 2025.05.13, 2025.06.16, 2025.08.13 and 2025.11.12.
3. Attendance of the members is as follows :

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)
Convener/ Independent Director	Richard Lee	6	0	100%
Independent Director	Richard Chen	6	0	100%
Independent Director	Chun-Hsiung Chu	6	0	100%

Discussion Topics and Resolutions of the 2025 Remuneration Committee and the Company's Response to Members' Opinions:

Meeting Date and Session	Proposal	Resolution	Company's Response Regarding the Remuneration Committee's Opinions
2025.02.26 The 7 th meeting of the 5 th term	<ol style="list-style-type: none"> 1. Proposal for the Distribution of Employee and Director Compensation for 2024 2. Detailed Allocation of Directors' Compensation for 2024 3. Proposal for the Evaluation of Managerial Officers' Annual Performance for 2024 4. Performance Target Plan for Managerial Officers for 2025 5. Proposal for Defining the Scope of 'Junior Employees' within the Company 	Approved by all members present and submitted to the Board of Directors for discussion.	None
2025.04.15 The 8 th meeting of the 5 th term	Detailed Allocation of Employee Compensation for Managerial Officers for 2024	Approved by all members present and submitted to the Board of Directors for discussion.	None

Meeting Date and Session	Proposal	Resolution	Company's Response Regarding the Remuneration Committee's Opinions
2025.05.13 The 9 th meeting of the 5 th term	<ol style="list-style-type: none"> 1. Proposal for the Amendment of the "Regulations Governing Directors' and Functional Committees' Compensation" 2. Proposal for the Amendment of the "Board Performance Evaluation Guidelines" 3. Proposal for the Approval of the 2024 Bonus for the General Manager of the Taiwan Branch 	Approved by all members present and submitted to the Board of Directors for discussion.	None
2025.06.16 The 10 th meeting of the 5 th term	<ol style="list-style-type: none"> 1. Proposal for the Compensation of the Executive Vice President Acting as President 2. Proposal for the Compensation of the Financial Officer 	Approved by all members present and submitted to the Board of Directors for discussion.	None
2025.08.13 The 11 th meeting of the 5 th term	<ol style="list-style-type: none"> 1. Proposal for the Amendment of the "Remuneration Committee Charter" 2. Proposal for the Amendment of the "Board Performance Evaluation Guidelines" 	Approved by all members present and submitted to the Board of Directors for discussion.	None
2025.11.12 The 12 th meeting of the 5 th term	Proposal to Abolish the Company's "Salary Management Guidelines" and Establish the New "Compensation Management Guidelines"	Approved by all members present and submitted to the Board of Directors for discussion.	None