

D-Link Corporation

Annual Report 2024

Notice to Readers

This English-version Annual Report is a summary translation of the Chinese version and is not an official document of the Shareholders' Meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

I. Spokesperson & Acting Spokesperson Information: :

	Spokesperson	Acting Spokesperson
Name	CJ Chang	Linda Wu
Title	CEO	Sr. Manager of Global Marketing & Public Relations Div.
Telephone	02-66000123	02-66000123
E-mail	ir@dlinkcorp.com	pr@dlinkcorp.com

II. Headquarters, Branches and Subsidiaries:

Company	Address	Telephone
Headquarters	No.289, Xinhua 3rd Rd., Neihu District, Taipei City, Taiwan, R.O.C.	886-2-66000123
Taiwan Branch	4F, No.289, Xinhua 3rd Rd., Neihu District, Taipei City, Taiwan, R.O.C	886-2-66000123

III. Name, Address, Website, and Telephone of Stock Transfer Agency :

Name: Stock Affairs Agency Department of Capital Securities Corporation

Address : B2., No. 92, Sec. 2, Dunhua S. Rd., Da'an Dist., Taipei City 106

Website : <https://agency.capital.com.tw/>

Telephone : 02-2702-3999

IV. Name of the CPA and CPA Firm Auditing the Financial Statements in the Most Recent Year:

Name: Mei, Yuan-Chen and Chang, Shu-Ying

CPA Firm: KPMG

Address: 68F, Taipei 101 Tower, No.7, Section 5, Xinyi Road, Taipei City 110

Website: <https://home.kpmg/tw>

Telephone: 02-8101-6666

V. Overseas Securities Exchange: None**VI. D-Link Corporation Website**

Web : <https://company.dlink.com/en/>

IR Web: <https://www.ir-cloud.com/taiwan/2332/irwebsite/>

Table of Contents

One. Letter to Shareholders	3
Two. Corporate Governance Report	8
I. Information on the Company's Directors, President, Vice Presidents and Managerial officers of All the Company's Divisions and Branches	8
II. Remuneration of Directors, President, and Vice Presidents	28
III. Implementation of Corporate Governance	36
IV. Information Regarding CPA Professional Fees	147
V. Replacement of CPA	147
VI. If the chairman, President, and financial or accounting manager of the Company who had worked for the independent auditor or the related party in the most recent year, the name, title, and the term with the independent auditor or the related party must be disclosed	148
VII. Any equity transfer or change in equity pledge by a director, managerial officer, or shareholder with 10% stake or more during the most recent year or during the current year up to the date of publication of the annual report	149
VIII. Relationship information among the Company's Top 10 shareholders	150
IX. The number of shares held by the Company, its directors, managerial officers, and the companies directly or indirectly controlled by the Company in the same reinvestment business, and the consolidated shareholding ratio	151
Three. Fund raising status	154
I. Capital and shares	154
II. Implementation of corporate bonds	158
III. Issuance of preferred shares	158
IV. Overseas depository receipts	158
V. Status of New Restricted Employee Shares	159
VI. Handling of new shares for M&A or transfer of other companies' shares	163
VII. Implementation of the Financing plan	163
Four. Operation Overview	164
I. Business Activities	164
II. Market and sales Overview	175
III. Number of employees, average year of service, average age and education distribution in the last two years and the current year as of the publication date of the annual report	180
IV. Information on environmental protection expenditures	180
V. Labor Relations	180
VI. Information security management	188
VII. Important contracts	192
Five. Review of Financial Conditions, Financial Performance, and Risk Matters	193
I. Financial status	193
II. Financial Performance	194
III. Cash flow	196
IV. Effect of major capital expenditures on finance and business in the most recent year	197
V. The investment policy in the most recent year, the main reason for the profit or loss, the improvement plan, and the investment plan for the coming year	197
VI. For risks, the following matters in the most recent year and up to the publication date	

	of the annual report shall be analyzed and evaluated	197
	VII. Other important matters.....	200
Six.	Special Items	201
	I. Information of Affiliates	201
	II. Private placement of marketable securities in the most recent year and the current year up till the publication date of this annual report.	201
	III. Other matters that require additional explanation.	201
	IV. Any of the situations listed in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the Company's securities, has occurred in the most recent year to the day this report was printed.....	201

One. Letter to Shareholders

Dear Shareholders,

I. Operating Performance in 2024

Looking back on the past year, as the Russo-Ukrainian War and the Middle East dispute continue, and the global countries are still in the process of reducing interest rates and inflation, the demand for global network end products and infrastructure is still not strong. Although the shortage of materials has eased, the global enterprises still face the pressure of overstocking due to over booking, which increases uncertainty to the recovery of the economy. However, the Company has implemented strict inventory control. After more than one year of supply and demand adjustment, the current inventory has reached a normal level. In terms of sales by regions, the Asia Pacific region had severe destocking and dumping of mainland Chinese products. However, with long-term customer relationship, sales was still maintained at a certain level. In addition, the economic growth in Europe was sluggish, and the competition in the Americas was intensified. As a result, the turnover in both regions declined significantly. With a review of the financial performance in 2024, the global consolidated revenue was NTD 14.4 billion, a 10% decline compared to 2023; the gross margin was 26%, an increase of 2% from 24% in 2023. The operating loss in 2024 was NTD 200 million, and the net profit after tax attributable to the parent company was NTD 35 million. The earnings per share after tax was NTD 0.06.

II. Product development

1. Commercial Product Line

- (1) Switches: With the increasing adoption of 2.5G LAN on motherboards and the widespread use of Wi-Fi 6/6E wireless products, the entire range of switches—including unmanaged models (DMS-1000 series), smart switches (DMS-1250 series), and fully management switches (DMS-3130 series)—now features 2.5G-capable models. This enables a seamless upgrade from 1G to 2.5G bandwidth across the network infrastructure, making it an ideal backbone solution for residential complexes, shopping malls, enterprises, and campuses. To meet the growing demand for Wi-Fi 7 wireless solutions, the Company has introduced 10G PoE management switches (DXS-3130 series) and smart switches (DXS-1250 series), offering optimal network performance for enterprise and campus environments. In response to the increasing bandwidth requirements of enterprise data access, the Company has also launched the 25G management switches series (DQS-3610), which combined with existing aggregation and edge switches, delivers a robust backbone network suitable for businesses of all sizes. All smart and management switches support centralized network management via the standard SNMP protocol through the D-View 8 management platform. Additionally, the Company provides Nuclias Connect, a local network management solution, and Nuclias Hyper, a cross-regional management—offering flexible deployment options for a wide range of network applications.
- (2) Enterprise Access Point (EAP): The upcoming Wi-Fi 7 indoor AX9560 commercial access point, model DAP-E9560, will soon be available. It supports both standalone operation and integration with Nuclias Connect or Nuclias Hyper platforms, delivering a simple and efficient centralized wireless management solution for commercial users.

3. Home Product Line

- (1) Home Wireless Routers: Development is underway for tri-band and dual-band Wi-Fi 7 routers. In addition to incorporating the intelligent features of AQUILA PRO AI, these routers integrate 2.5Gbps Ethernet interfaces and support Multi-Link Operation (MLO), enabling devices to simultaneously transmit and receive data across different frequency bands and channels. With support for 2.4GHz, 5GHz, and 6GHz bands, users can enjoy low-latency, high-bandwidth network performance. For the Wi-Fi 6 product line, development has expanded to meet the needs of smart homes and smart buildings. This includes integration with the Matter ecosystem, leveraging the Thread communication standard to build more stable and scalable mesh networks for IoT devices.
- (2) IP Cameras and Internet of Things (IoT): To support smart home applications and remote care solutions, the Company has enhanced its products with AI-powered features and enabled cloud-to-cloud service integration. A new centralized monitoring system has been developed, allowing users to remotely and instantly monitor the status of devices and household members. In addition to existing cloud services for end users, the platform now also supports integration with specialized services, broadening both the scope and target audience of its offerings. IoT devices now support the Matter protocol, ensuring compatibility with third-party Matter Controllers and enhancing convenience and interoperability across smart ecosystems.
- (3) Mobile Broadband Products: The Company offers a comprehensive range of LTE/5G mobile broadband devices, including current LTE 4G USB dongles, MiFi routers, and CPE devices. It has also launched 5G-NR ODU devices that comply with 3GPP R16 specifications, featuring integrated Wi-Fi 6 AX3000/AX6000 and 5G CPE wireless mesh capabilities. Looking ahead, the Company plans to launch new 5G CPE devices and 5G Rel. 16 USB dongles equipped with the latest Wi-Fi 7 technology in early 2025, aiming to meet the diverse requirements of telecom operators and retail markets.

4. Industrial Product Line

- (1) M2M Industrial Applications: The Company has launched a range of industrial-grade networking devices tailored for M2M (Machine-to-Machine) applications, enabling seamless connectivity across various vertical industries. These products support both LTE/5G networks and offer Ethernet and Wi-Fi connectivity options. By enabling devices in diverse industries to connect to the internet, data and device status can be collected and monitored in real-time. When integrated with the D-ECS cloud management platform, the solution offers a comprehensive wireless connectivity package for industrial applications. The solutions have been successfully deployed worldwide in applications such as public transportation systems, EV charging stations, digital signage in shopping malls, and urban bike-sharing systems.
- (2) Industrial-Grade Switches: A full line of industrial-grade switches has been introduced, including unmanaged switches, L2 managed switches, and L3 managed switches. These products are equipped with high-speed fiber-optic network interfaces and support industry-standard redundancy protocols for ring network topology. When combined with D-Link's in-house developed 4G/5G industrial network devices, it offers a robust and flexible solution suitable for a wide range of demanding vertical application environments.

III. Business Plan for 2025

(I) 2025 Business objectives

The Company upholds the following business policy and achieves the established strategic goals.

1. The Company stays in tune with the pulse of the network communication market through its global bases, and develops product solutions for customers of all levels, consolidates key technology strategic partners, and continues to develop value-added AI smart functions.
2. The Company insists on the discipline of research and development and production, continues to improve the process, optimize the global supply chain, and exert the Group's overall performance.
3. Global Team Cooperation: The organization manages the company strategy and policy closely, and consolidates the consensus of the cross-cultural and cross-geographic community, and shares the local successful experience.
4. Sustainability: The Company is committed to environmental protection, fulfilling its social responsibilities, and continuing to refine its corporate governance.

(II) Sales Forecast and Basis

According to the latest data released by IBISWorld in August 2024, the total monthly internet traffic in 2024 is approximately 456.3 EB (1 EB = 10^3 PB = 10^6 TB = 10^9 GB), representing a growth of about 22% compared to 374 EB per month in 2023. With the widespread adoption of 4G/5G and the rapid increase in internet users in developing countries, coupled with higher user engagement in various online services, the total annual internet traffic is projected to maintain a compound annual growth rate (CAGR) of at least 20%–25% in the coming years. This trend is expected to drive continuous demand for network infrastructure equipment.

1. Commercial Product Line

- (1) Switches: The growing demand for bandwidth driven by 5G infrastructure and data centers continues to propel the switch market toward high-end models. Switches supporting 100Gbps and above are expected to become mainstream in core network architectures. Meanwhile, 10Gbps switches are anticipated to gradually replace 1Gbps models in transmission and access networks to meet global traffic demands. In the coming year, the company will continue promoting enterprise cloud networking solutions (Nuclias) and introduce a full lineup of 2.5Gbps switches. With a strong price-performance ratio, these products are positioned to capture greater market share alongside existing 1Gbps and 10Gbps models, further boosting overall market presence.
- (2) Wireless Access Points & Security Gateways: In both residential and business environments, nearly half of all network devices in the coming years will relate to IoT (M2M/IoT), making network security a critical component. The Company will partner with global distributors and system integrators to deliver scalable solutions tailored to deployment size and user volume. These solutions will include security gateways, wireless access points, and intelligent management platforms, helping small and medium-sized enterprises (SMEs) build secure, seamless, and efficient office networks.

2. Home Product Line

- (1) Home Wireless Routers: Key trends include the rise of Mesh networking and Wi-Fi 7. Applications now extend beyond basic browsing and streaming to include online gaming (emphasizing low latency) and smart homes (emphasizing sensing,

automation, and computing power). The upcoming year's focus remains on mature Wi-Fi 6 routers, while Matter protocol integration will support a new range of IoT devices, forming a complete smart home ecosystem. These innovations aim to generate recurring revenue and deliver steady profit growth.

- (2) IP Cameras (IP CAM) & IoT: According to market research, global revenue for digital IP cameras is projected to grow from USD 5.94 billion in 2024 to USD 16 billion by 2032, with a compound annual growth rate (CAGR) of 13.2%. The Company will continue to incorporate user feedback to enhance value-added cloud services. By leveraging its long-standing strengths in cloud computing and AI, the company aims to launch new, competitive services that drive brand recognition and increase service-based revenue.
- (3) Mobile Broadband Products: Retail sales in the coming year will focus on 4G/5G MiFi devices, catering to mobile internet connectivity needs. In addition to affordable 4G models, several new 5G models will be launched across Europe, the U.S., and the Asia-Pacific region. For telecom clients, the company will further invest in software/hardware customization and local technical support, reinforcing strategic partnerships.

3. Industrial Product Line

- (1) M2M Industrial Applications: Key customers include service providers in sectors such as public transportation, EV charging stations, government, and retail. The strategic objective for the new coming year is to increase brand visibility and strengthen ties with local subsidiaries and key project stakeholders. The company will continue to build an ecosystem for industrial solutions, with a focus on markets in Europe, the U.S., and Southeast Asia.
- (2) Industrial-Grade Switches: Sales efforts in new coming year will target collaboration with partners on project-based deployments. Primary clients include manufacturing industries (factories) and government agencies engaged in smart city and smart energy initiatives, etc.

IV. Future Development Strategy

(I) Short-term Development Strategy

1. Continue to cooperate with high-quality ODMs within the conglomerate group to establish a controllable supply chain system with close relationships to reduce costs.
2. Constantly reshape D-Link's brand image and enhance brand value from three aspects: specifications and prices, functional performance, and corporate identity.
3. Invest in the development of M2M solutions for industrial use and 4G/5G solutions to expand the target market.

(II) Mid- and Long- term Development Strategy

1. Achieve the extreme simplification of the supply and management of networking products with cloud computing as the main pillar.
2. Constantly develop and create coordinated product services for our customers by leveraging the synergies of resources within our group.
3. Strengthening cooperation with Tier 2 and Tier 3 telecom operators to secure long-term contracts with localized services.

The market has changed drastically in recent years, with the entry of new competitors, ODMs directly involved in telecommunication projects, and China manufacturers' competing in low-price market that have reduced the gross profit of networking companies. Considering the uncertainty

and risks in the future market regarding production in China, the Company has already prepared for “local manufacturing” and will continue to invest in Taiwan’s R&D, production, and manufacturing, to provide the network communication team in Taiwan to develop various solutions in the global market, in order to become a competitive advantage. In addition, the Company continues to optimize the supply chain and global organization, strictly control inventory management, reduce costs and expenses, as well as AI and cloud platforms form the core, presenting a variety of solutions to surpass individual product approaches so as to increase sustainable revenue and stabilize profitability.

In response to the growing global emphasis on safety, social responsibility, and environmental awareness, the ESG Committee has been actively promoting sustainable development. Beyond focusing on core business profitability, the Company is committed to fostering a sustainable business environment through initiatives in environmental stewardship, social responsibility, and corporate governance (ESG). In 2024, the Company achieved significant recognition for its sustainability efforts, including the “Creative Communication Leadership Award” from the Taiwan Corporate Sustainability Awards (TCSA), selection as one of Taiwan’s Top 100 Sustainable Model Enterprises, and—for the first time—ranking in the top 5% of all listed companies in the Corporate Governance Evaluation. These accolades underscore the Company’s solid capabilities in both sustainable development and corporate governance.

Regarding the overall business environment, inflation appears to be curbed. However, the broader operating environment remains uncertain, with geopolitical tensions and U.S. tariff policies continuing to pose potential risks to market demand. These developments warrant ongoing close observation. Looking ahead, D-Link’s management team has outlined strategic development plans across multiple phases to proactively address upcoming challenges and to continue generating long-term value for partners, employees, and shareholders.

Chairman: Victor Kuo

CEO: CJ Chang

Chief Accountant: Claire Chou

Two. Corporate Governance Report

I. Information on the Company's Directors, President, Vice Presidents and Managerial officers of All the Company's Divisions and Branches

(I) Directors

2023.03.31, share

Title	Nationality / Place of Registration	Name	Gender Age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Education and Work Experiences	Other Position Concurrently Held at the Company or Other Companies	Executives, Directors, or Supervisors who are Spouses or Within the Second Degree of Kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	R.O.C.	Taiwan Network Group United Co., Ltd.	—	2023.05.31	3 years	2023.05.31	5,000	0%	5,000	0%	0	0%	0	0%	—	—	—	—	—	—
	R.O.C.	Representative: Victor Kuo	Male 62	2023.05.31	3 years	2021.02.02	0	0%	40,800	0.01%	0	0%	0	0%	Education: Master of Electrical Engineering, National Taiwan University Experience: CEO and President of Anigo Technology Inc. President of AXUS Microsystems, Inc.	Note 1	—	None	—	—
Director	R.O.C.	Taiwan Network Group United Co., Ltd.	—	2023.05.31	3 years	2023.05.31	5,000	0%	5,000	0%	0	0%	0	0%	—	—	—	—	—	—
	R.O.C.	Representative: Joseph Wang	Male 62	2023.05.31	3 years	2020.10.26	0	0%	0	0%	0	0%	0	0%	Education: Department of Law, National Chung Hsing University Experience: Director of KMC (Kuei Meng) International Inc., Independent Director of Aeon Moto Co., Ltd., Independent Director of Huang Long Development Co., Ltd., Representative of Institutional Director of Cameo Communications, Inc., Representative of Institutional Director of Yung Fu Co., Ltd., Director of TSG Star Travel Corp.	Note 2	—	None	—	—
Director	R.O.C.	E-Top Metal Co., Ltd.	—	2023.05.31	3 years	2023.05.31	28,904,189	4.82%	28,904,189	4.80%	0	0%	70,653,510	11.73%	—	—	—	—	—	—

Title	Nationality / Place of Registration	Name	Gender Age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Education and Work Experiences	Other Position Concurrently Held at the Company or Other Companies	Executives, Directors, or Supervisors who are Spouses or Within the Second Degree of Kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
		Representative: Amy Wu	Female 61	2023.05.31	3 years	2023.05.31	45,520	0.01%	47,366	0.01%	0	0%	0	0%	Education: M.A., Communication Management, Ming Chuan University Ph.D., Finance, Xiamen University Experience: Editor-in-chief of Investment Media, Deputy Editor-in-chief of Business Today, Deputy Editor-in-chief of Business Weekly, Independent Director of Solar Applied Materials Technology Corp.	Note 3	None		—	
Director	R.O.C.	Representative: Fred Fong	Male 76	2023.05.31	3 years	2023.05.31	28,904,189	4.82%	28,904,189	4.80%	0	0%	0	0%	Education: Ph.D., University of Pittsburgh Experience: Technical Director of NXP Semiconductors Taiwan Ltd., President of Philips Electronics Industry (Changshu), Vice President of Triangong Communication Integrated Circuit Co., Ltd., Independent Director of D-Link Corporation, Consultant of D-Link Corporation	—	None		—	
Director	R.O.C.	Brian Kao	Male 49	2023.05.31	3 years	2023.05.31	0	0%	0	0%	0	0%	0	0%	Education: Master of Business Administration, National Yang Ming Chiao Tung University (NYCU), Hsinchu, Taiwan Experience: Senior Software Engineer of Alpha networks Inc., Project Manager of Tiger Colo Inc.	Note 4	None		-	

Title	Nationality / Place of Registration	Name	Gender	Date Elected	Term	Date First Elected	Shareholding when Elected		Current shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Education and Work Experiences	Other Position Concurrently Held at the Company or Other Companies	Executives, Directors, or Supervisors who are Spouses or Within the Second Degree of Kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director	R.O.C.	Victor Wu	Male 48	2023.05.31	3 years	2023.05.31	0	0%	0	0%	0	0%	0	0%	Education: Master of school of Law, Fu Jen University Experience: Managing Attorney of DZ International Law Firm	Note 5		None	-	
Independent Director	R.O.C.	Richard Chen	Male 61	2023.05.31	3 years	2020.06.15	0	0%	0	0%	0	0%	0	0%	Education: Department of Accounting, Chinese Culture University Experience: Accounting Manager of DBtel Incorporated, Manager of Tse Hsin Transportation and Terminal Co., Ltd., Partner Accountant of Cheng He CPAs Firm, Accountant of Te-Ming CPAs Firm, Accountant of Jung-Tsung CPAs Firm, Supervisor of Huang Long Development Co., Ltd., Independent Director of Advanced Wireless Antenna Inc.	Note 6		None	—	
Independent Director	R.O.C.	Richard Lee	Male 63	2023.05.31	3 years	2020.06.15	0	0%	0	0%	0	0%	0	0%	Education: Master of Mainland China Studies, National Sun Yat-Sen University Experience: Division-Chief Judge of Taiwan Tainan District Court, Presiding Judge of Taiwan Kaohsiung District Court, Director of Bank of Kaohsiung Co., Ltd., Supervisor of Senao International Co., Ltd., Representative of Institutional Director of Taiwan Styrene Monomer Corporation, Independent Director of Tainan Company, Consultant of Taiwan Medical Association.	Note 7		None	—	

Title	Nationality / Place of Registration	Name	Gender Age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Education and Work Experiences	Other Position Concurrently Held at the Company or Other Companies	Executives, Directors, or Supervisors who are Spouses or Within the Second Degree of Kinship		Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	
Independent Director	R.O.C.	Chun-Hsiung Chu	Male 61	2023.05.31	3 years	2021.07.05	0	0%	0	0%	0	0%	0	0%	Education: Master of Law, National Chung Hsing University Experience: Director of Hwacon Systems Inc., Independent Director of S-Tech Corp., Director of Panram International Corporation, Independent Director of Honey Hope Honest Enterprise Co., Ltd.	Note 8	None	None	—

Note 1: CSO of D-Link Corporation, Chairman and Representative of Institutional Director of D-Link Investment Inc., Chairman and Representative of Institutional Director of Amigo Technology Inc., Chairman of Amit Wireless Inc., Chairman and Representative of Institutional Director of Cameo Communications, Inc., Director of D-Link International Pte. Ltd., Director of D-Link Holding Co. Ltd., Director of D-Link (Holdings) Ltd., Director of D-Link (Europe) Ltd., Director of D-Link Japan K.K. D-Link AB Inc., Director of D-Link Capital Investment Co. Ltd., Director of D-Link Holding Mauritius Inc., Director of D-Link Japan K.K.

Note 2: Chairman of Kings Asset Management Co., Ltd., Chairman of Taiwan Steel Group United Co., Ltd., Chairman of Taiwan Network Group United Co., Ltd., Chairman of Gloria Material Technology Corp., Chairman of S-Tech Corp., Chairman of Ho Yang Investment Corp., Chairman of Rong Yang Investment Co., Ltd., Chairman of Jade Colorful Co., Chairman of TSG Hawks Baseball Co., Ltd., Chairman of TSG Sports Marketing Co., Ltd., Representative of Institutional Director of Chun Yu Works & Co., Ltd., Representative of Institutional Director of Taiwan Styrene Monomer Corporation, Representative of Institutional Director of UFC Gym Taiwan Ltd., Director of Soft-World International Corporation, Director of Shiang-Hai Chun Zu Machinery Industry Co., Ltd., Supervisor of Chun Yu (DongGuan) Metal Products Co., Ltd., Supervisor of Shiang-Hai Uchee Hardware Products Co., Ltd., Chairman of GuanZhou Goldway Special Metal Corp. Ltd., Chairman of Tianlin Goldway Special Metal Corp., Ltd., Chairman of Xi'an Goldway Special Metal Corp., Ltd., Chairman of Zhejiang JiaXing Goldway Special Metal Corp., Ltd., Chairman of Shiang Yang Metal Material Technology Co., Ltd., Chairman of G-Yao Enterprises Ltd., Chairman of All Win Enterprises Ltd., Chairman of Alloy Tool Steel Inc., Chairman of Gloria Material Technology Japan Co., Ltd., Managing Attorney / Chairman of East Win Administration Consultant Co., Ltd., Chairman of East Win Enterprises Ltd., Director of Taiwan Steel University of Science and Technology, Chairman of Golden Win International Co., Ltd.

Note 3: Representative of institutional director of King House Co., Ltd., Chairman of Home-Chain Foods Co., Ltd., Chairman of FUXITE Brand Consulting Co., Ltd., Representative of institutional director of Chun Yu Works & Co., Ltd., Representative of institutional director of OFCO Industrial Corporation.

Note 4: Founder/Chairman of Sixology Inc., Consultant of Fast Internet Retailing (FIR) Holding Company Limited (HK)

Note 5: Managing Attorney of Peiran Law Firm., Independent Director of EASYCARD Corporation., Consultant of Taipei City Government.

Note 6: Accountant of TrustWorthy CPAs Firm, Independent Director of Generalplus Technology Inc., Independent Director of Radiant Innovation Inc., Supervisor of Tung Hwei Corp., Independent Director of Huang Long Development Co., Ltd.

Note 7: Partner Lawyer of Yuan-Chen & Partners Attorneys-at-Law, Independent Director of Taiwan Tea Corporation, Representative of institutional director of Bank of Kaohsiung.

Note 8: Lawyer of C Yuan-Ying Law Office, Independent Director of Gloria Material Technology Corp., Independent Director of Panjit International Inc., Independent Director of Huang Long Development Co., Ltd.

Annexed Table 1: Major Shareholders of Institutional Shareholders

2025.03.31

Name of Institutional Shareholders	Major Shareholders	Percentage (%)
Taiwan Network Group United Co., Ltd.	Kings Asset Management Co., Ltd.	100.00%
E-TOP Metal Co., Ltd.	First Capital Holding Corporation	99.99%
	Qing-Li Yan	0.01%

Annexed Table 2: Major Shareholders of the Company's Major Institutional Shareholders

2025.03.31

Name of Institutional Shareholders	Major Shareholders of Institutions	Percentage (%)
Kings Asset Management Co., Ltd.	Chun-Yi Huang	45.00%
	Joseph Wang	36.00%
	E-TOP Metal Co., Ltd.	19.00%
First Capital Holding Corporation	Mount Fame International Co., Ltd	100.00%

1. Professional Qualifications and Independence Analysis of Directors:

<div>Qualification</div> <div>TitleName</div>		Professional Qualifications, Experience and Ability	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Chairman	Victor Kuo	Mr. Victor Kuo graduated from the Graduate Institute of Electrical Engineering, National Taiwan University and founded Amit Wireless Inc. in 1998 to develop wireless IoT products. He once served as the CEO and the president of Amigo Technology Inc. listed on TPEX. He has been in the network communication industry for many years and therefore possesses complete, professional and extensive industry knowledge, as well as supervising the risks regarding the Company's strategies and operations, with decision-making and risk management capabilities. He serves as the Chief Strategy Officer of D-Link Corporation and a member of ESG Committee of D-Link Corporation, planning the strategic development of products, technologies and investments in relation to the medium and long-term development of the Company, supervising Company strategy and	Mr. Victor Kuo serves as a Director as a Representative of an Institutional Director. According to the regulations of the "Securities and Exchange Act", the Company has obtained a written statement from him and confirmed that there is no violation of Article 26-3, paragraphs 3 of the "Securities and Exchange Act".	0

Qualification		Professional Qualifications, Experience and Ability	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Title	Name			
		<p>operations, sustainability and other related risks, he has successfully led the Company to achieve the first level of the top 5% of listed companies in the 10th Round (2023) Corporate Governance Evaluation.</p> <p>No circumstances under any subparagraph of Article 30 of the Company Act.</p>		
Director	Joseph Wang	<p>Mr. Joseph Wang graduated from the Department of Law, National Chung Hsing University. With over 30 years of lawyer practicing experience and profound legal expertise, he helps the Company's Board of Directors make an evaluation before each major decision, thereby reducing our operational risks. In addition, he has been the Chairman and CEO of Gloria Material Technology Corp and S-Tech Corp for many years and has been personally involved in the management of the companies, with extensive experience in corporate management. In recent years, he has served as the top advisory committee member of the Corporate</p>	<p>Mr. Joseph Wang serves as a Director as a Representative of an Institutional Director. According to the regulations of the "Securities and Exchange Act", the Company has obtained a written statement from him and confirmed that there is no violation of Article 26-3, paragraphs 3 of the "Securities and Exchange Act".</p>	0

<div>Qualification</div> <div>TitleName</div>		Professional Qualifications, Experience and Ability	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		<p>Sustainability Committee of Gloria Material Technology Corp and is committed to promoting sustainable development policies, leading Gloria Material Technology Corp to achieve the top 5% of OTC companies of Corporate Governance Evaluation for three consecutive years.</p> <p>No circumstances under any subparagraph of Article 30 of the Company Act.</p>		
Director	Amy Wu	<p>Mrs. Amy Wu graduated from the Department of New Media and Communication Administration at Ming Chuan University with a Master of Arts in Media Management. She has held positions as the Editor-in-chief of Investment Media, Deputy Editor-in-chief of Business Today and Business Weekly, and an Independent Director at Solar Applied Materials Technology Corp. With extensive international market insights and industry knowledge, she brings valuable expertise to the table. The book "Rebuilding EZSET Lock" received the Golden Book Award in 2007. Moreover, she is actively promoting the</p>	<p>Mrs. Amy Wu serves as a Director as a Representative of an Institutional Director. According to the regulations of the "Securities and Exchange Act", the Company has obtained a written statement from her and confirmed that there is no violation of Article 26-3, paragraphs 3 of the "Securities and Exchange Act".</p>	0

<div>Qualification</div> <div>TitleName</div>		Professional Qualifications, Experience and Ability	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		<p>sustainable development in Taiwan Steel Group and has successfully obtained the certification of Corporate Sustainability Manager. She offers expert guidance to the Company regarding sustainable development strategies. Currently serving as Representative of Institutional Director of CHUN YU WORKS & CO., LTD. and practical experience in operations and business management.</p> <p>No circumstances under any subparagraph of Article 30 of the Company Act.</p>		
Director	Fred Fong	<p>Mr. Fred Fong holds a Ph.D. from the University of Pittsburgh in the United States. Previously, he served as an independent director at D-Link Corporation, and later joined the Company as a consultant. He brings with him a wealth of industry knowledge and valuable insights into the international market. He has also held positions as the Technical Director at NXP Semiconductors Taiwan Ltd. and the President at Koninklijke Philips N.V. He has</p>	<p>Mr. Fred Fong serves as a Director as a Representative of an Institutional Director. According to the regulations of the “Securities and Exchange Act”, the Company has obtained a written statement from him and confirmed that there is no violation of Article 26-3, paragraphs 3 of the “Securities and Exchange Act”.</p>	0

<div>Qualification</div> <div>TitleName</div>		Professional Qualifications, Experience and Ability	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		<p>demonstrated the ability to make operational judgments, manage operations, and make strategic leadership decisions.</p> <p>No circumstances under any subparagraph of Article 30 of the Company Act.</p>		
Director	Brian Kao	<p>Mr. Brian Kao holds a Master's degree in Business Administration from National Chiao Tung University. He currently serves as the Chairman of Sixnology Inc.. He has extensive expertise and management experience in AI, cloud, and communication software development. With his leadership, his team has successfully developed a range of IoT products with a focus on AI technologies, including speech recognition and image recognition. Mr. Kao's achievements in this field have been internationally recognized, earning him prestigious awards such as IF, Red Dot, GOOD DESIGN, and IDEA. In addition, he has also excelled in the field of information security and has authored or translated multiple books,</p>	<p>Mr. Brian Kao serves as a natural-person Director. According to the regulations of the “Securities and Exchange Act”, the Company has obtained a written statement from him and confirmed that there is no violation of Article 26-3, paragraphs 3 of the “Securities and Exchange Act”.</p>	0

<div>Qualification</div> <div>TitleName</div>		Professional Qualifications, Experience and Ability	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		including works such as "Building Secure Software Systems with Zero Defects". No circumstances under any subparagraph of Article 30 of the Company Act.		
Director	Victor Wu	Victor Wu graduated from the Law Department of Fu Jen University and currently serves as a municipal government consultant for the Taipei City Government, the managing lawyer at Po Hung Law Firm, and an Independent Director at EasyCard Corporation. With his legal expertise, he supports the Company's Board of Directors in managing risks and offering professional advice during decision-making. No circumstances under any subparagraph of Article 30 of the Company Act.	Mr. Victor Wu serves as a natural-person Director. According to the regulations of the "Securities and Exchange Act", the Company has obtained a written statement from him and confirmed that there is no violation of Article 26-3, paragraphs 3 of the "Securities and Exchange Act".	1
Independent Director	Richard Chen	Mr. Richard Chen graduated from the Department of Accounting, Chinese Culture University. In addition to passing the Senior Professional and Technical Examination for Certified Public Accountants, he obtained the securities analyst and the land	Mr. Richard Chen was elected as an Independent Director by the shareholders' meeting. As per the "Securities and Exchange Act", the Company has obtained a written statement from him and confirmed that he is not under any circumstances under Article 3 of the "Regulations	3

<div>Qualification</div> <div>TitleName</div>		Professional Qualifications, Experience and Ability	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		administration agent licenses, with accounting professional and financial analysis capabilities. Therefore, he has met the professional qualifications for an independent director. He is also the convener of the Company's Audit Committee and a member of the Remuneration Committee and the ESG Committee. No circumstances under any subparagraph of Article 30 of the Company Act.	Governing Appointment of Independent Directors and Compliance Matters for Public Companies". In addition, he is not concurrently serving as an independent director of other companies with similar business or financial transactions. Therefore, he can exercise his powers independently and make business decisions by exercising his own judgment objectively.	
Independent Director	Richard Lee	Mr. Richard Lee, a graduate of the Institute of China and Asia-Pacific Studies at National Sun Yat-sen University, brings extensive legal experience as a former District Court Division-Chief Judge and Presiding Judge. He also served as a Congressional Assistant in the Legislative Yuan, authoring interpellation papers for legislators and assisting in managing public petitions. This experience showcases his strong cross-disciplinary conceptual and analytical thinking, adept information consolidation abilities, and crisis management skills. As a	Mr. Richard Lee was elected as an Independent Director by the shareholders' meeting. As per the "Securities and Exchange Act", the Company has obtained a written statement from him and confirmed that he is not under any circumstances under Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". In addition, he is not concurrently serving as an independent director of other companies with similar business or financial transactions. Therefore, he can exercise his powers	1

<div>Qualification</div> <div>TitleName</div>		Professional Qualifications, Experience and Ability	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		<p>Partner in a law firm, he oversees operational guidelines and business execution, meeting the professional qualifications that qualify him as an Independent Director. He is currently serving as the Convener of the Company's Remuneration Committee and a member of the Audit Committee and the ESG Committee.</p> <p>No circumstances under any subparagraph of Article 30 of the Company Act.</p>	independently and make business decisions by exercising his own judgment objectively.	
Independent Director	Chun- Hsiung Chu	<p>Mr. Chun-Hsiung Chu graduated from the master's program, School of Law, National Chung Hsing University. He has practiced as an attorney for more than 30 years with profound legal expertise. He has participated in the evaluation and operation of large-scale projects of customers in terms of integrated finance, law, technology, management, and risk, such as the information and communication software and hardware construction project of the Terminal Three of Taoyuan International</p>	<p>Mr. Chun-Hsiung Chu was elected as an Independent Director by the shareholders' meeting. As per the "Securities and Exchange Act", the Company has obtained a written statement from him and confirmed that he is not under any circumstances under Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". In addition, he is not concurrently serving as an independent director of other companies with similar business or financial transactions. Therefore, he can</p>	3

<div>Qualification</div> <div>TitleName</div>		Professional Qualifications, Experience and Ability	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		<p>Airport and the military procurement project of the Ministry of National Defense, with cross-disciplinary conceptual and analytical thinking, information consolidation and crisis management skills. Therefore, he has met the professional qualifications for an independent director. He has long served as a member of the Neighborhood Committee of the Ministry of National Defense and is responsible for assisting each township in using the funds donated by the Ministry of National Defense for the sustainable work of general construction and regional revitalization in each township. He can provide professional advice on the sustainable development of the Company from different perspectives. Therefore, he is also the convener of the Company's CSR Committee and a member of the Audit Committee and the Remuneration Committee. No circumstances under any subparagraph of Article 30 of the Company Act.</p>	<p>exercise his powers independently and make business decisions by exercising his own judgment objectively.</p>	

2. Diversity and Independent of Board Members

(1) Diversity of Board Members:

- The Company has formulated the “Corporate Governance Best Practice Principles” and stated in Article 20 that the policy of board member diversity shall include but not limited to the following two aspects of standard:
 - A. Basic qualification and value: gender, age, nationality, and culture.
 - B. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience.
- The Company has a total of 9 Directors, including 3 Independent Directors (accounting for 33.3%), with tenure of 3 to 9 years; Meanwhile, 1 Directors is concurrently serving as employee (accounting for 11%).
- The members of the Board of Directors shall have the knowledge, skills and literacy required to perform their duties. The Board of Directors should have the following functions in order to achieve the ideal goal of corporate governance:
 1. Operational judgment ability.
 2. Accounting and financial analysis ability.
 3. Business management ability.
 4. Crisis management ability.
 5. Industrial knowledge.
 6. International market perspective.
 7. Leadership ability.
 8. Decision-making ability.
- Specific management objectives and achievement of the Board's Diversity Policy:

Management Target	Status of Achievement
Directors concurrently serving as the Company's managerial officers shall not exceed one-third of the total number of the board members.	Achieved. The directors concurrently serving as employees accounting for 11%.
Independent Director shall serve no more than three consecutive terms.	Achieved. All three independent directors in 13th session served as independent directors of the Company for the second time.
Independence Director serve as director (including independence director) or supervisor of no more than five other TWSE/TPEX listed companies at the same time.	Achieved. None of the three independent directors had any such affair.
Achieved one-third of independent directors.	Achieved. The Company has a total of 9 Directors, including 3 Independent Directors.
The Directors have diverse backgrounds and professional capabilities.	Achieved. The Directors have diverse professional backgrounds, including the networking equipment industry, technology industry, media and communications,

Management Target	Status of Achievement
	<p>sustainable development, finance and accounting, and law. (Please refer to the next page for more information on the implementation of diversity by the 13th Board of Directors.)</p> <p>In 2024, the Company arranged a 6-hour directors' refresher course, with the theme of "Analysis of the Practice of the Board Performance Evaluation and Information Security Governance in 2024" and "The Role and Responsibilities of the Board of Directors in Information Security Governance." The Company plans to continue to organize relevant courses that help to enhance the diversified professional competence of the directors in 2025.</p>
At least one Director should have experience in AI startups or information security.	<p>Achieved. Mr. Brian Kao currently serves as the Chairman of Sixnology Inc., He has extensive expertise and management experience in AI, cloud, and communication software development. With his leadership, his team has successfully developed a range of IoT products with a focus on AI technologies, including speech recognition and image recognition. In addition, he has also excelled in the field of information security and has authored or translated multiple books, including works such as "Building Secure Software Systems with Zero Defects".</p>
One-third of the Board of Directors consists of female members.	<p>Not achieving. Because it is difficult to find female directors, one female director has been elected in the 13th Board of Directors in 2023. The objective is to have one-third of female members in the 14th Board of Directors in 2026.</p>

The implementation status of Board members diversity in 13th session is shown in the table below:

2024.12.31

	Basic Information							Industrial experience			Professional qualifications						
	Gender	Employee of the Company	Age			Tenure of Independent Director											
			Under 50 years	51 to 60 years	61 to 71 years	Under 3 years	3 to 9 years	Over 9 years	Networking Technology	AI Innovation	Media	Technology	Accounting	Legal	ESG		
Victor Kuo	Male	✓			✓				✓			✓			✓		
Joseph Wang	Male				✓							✓			✓	✓	
Amy Wu	Female				✓							✓				✓	
Fred Fong	Male				✓							✓					
Brian Kao	Male		✓									✓	✓		✓		
Victor Wu	Male		✓									✓				✓	
Richard Chen	Male				✓		✓		✓				✓		✓		
Richard Lee	Male				✓		✓		✓					✓	✓		
Chun-Hsiung Chu	Male				✓		✓		✓					✓	✓		

- (2) Independent of Board Members: The current board of directors of the Company consists of 9 directors, including 3 independent directors (accounting for 33.3%). All directors meet the independence criteria and have not served more than three consecutive terms. In addition, none of the directors has a relationship within the spousal or second degree of kinship, which complies with the provisions of Paragraphs 3, Article 26-3, of the Securities and Exchange Act.

(II) Information Regarding President, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branches

2025.03.31; Unit: shares

Title	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Education and Work Experiences	Other Position Concurrently Held at Other Companies	Managers Who Are Spouses or Within Two Degrees of Kinship			Remarks
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
											Education: Master of Electrical Engineering, National Taiwan University Experience: CEO and President of Amigo Technology Inc., President of AXUS Microsystems, Inc.	Director of D-Link International Pre. Ltd. Director of D-Link Holding Co. Ltd. Director of D-Link (Holdings) Ltd. Director of D-Link (Europe) Ltd Director of D-Link Systems, Inc. Director of D-Link AB Director of D-Link Capital Investment Co., Ltd. Director of D-Link Holding Mauritius, Inc. Director of D-Link Japan K.K. Representative of Institutional Director of D-Link Investment Co., Ltd. Representative of Institutional Director of Cameo Communications, Inc. Chairman and Representative of Institutional Director of Yong Rui Investment Co., Ltd. CSO and Representative of Institutional Director of Amigo Technology Inc. Chairman of Amit Wireless Inc.			None	—
CSO	R.O.C.	Victor Kuo	Male	2022.03.01	40,800	0.01%	0	0%	0	0%						
											Education: Institute of Business Management, Senshu University Experience: COO of The Network Inc., Executive Assistant and President of Advantage Century Telecommunication, D-Link Corporation, Northeast Asia Region Business Unit (NEA), Pan-Asia-Pacific Business Group	Chairman of D-Link Japan K.K. Director of D-Link Australia Pty. Ltd. Director of D-Link Middle-East FZE Director of D-Link (India) Ltd. Chairman of D-Link (Shanghai) Co., Ltd. Representative of D-Link (Shanghai) Co., Ltd. Beijing Branch Representative of D-Link (Shanghai) Co., Ltd. First Branch Chairman of Netpro (Shanghai) Co., Ltd. Representative of Netpro (Shanghai) Co., Ltd. Beijing Branch Representative of Institutional Director of Cameo Communications, Inc.			None	—
CEO	R.O.C.	CJ Chang	Male	2021.08.31	25,306	0%	800	0%	0	0%						
Vice President	R.O.C.	Kevin Chung	Male	2012.10.11	280,151	0.05%	0	0%	0	0%	Education: Bachelor of Industrial Engineering, Tunghai University Experience: Senior Director of Product & Support Administration Center of Taiwan Branch, D-Link Corporation	President of Taiwan Branch, D-Link Corporation			None	—

Title	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Education and Work Experiences	Other Position Concurrently Held at Other Companies	Managers Who Are Spouses or Within Two Degrees of Kinship			Remarks
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
CFO	R.O.C.	Joanne Chen	Female	2020.08.24	58,200	0.01%	0	0%	0	0%	Education: Master of Arts in International Affairs and Management, University of California, San Diego (USA) Experience: Co-Founder & CFO of New Taiding Investment Co., Ltd., Accounting Supervisor of Toyota Financial Services Corporation (USA), Senior Advisor of Ernst & Young LLP (USA), Audit Senior Associate of KPMG LLP (USA)	Director of D-Link International Pre. Ltd. Director of D-Link Japan K.K. Director of D-Link Holding Co. Ltd. Director of D-Link Investment Pre. Ltd. Director of Hsin Tai Ding Investment Co. Ltd. Representative of Institutional Director of Cameo Communications, Inc.	None	None	—	
Assistant Vice President	R.O.C.	Laroché Hsieh	Male	2024.05.14	25,200	0%	0	0%	0	0%	Education: Master of Civil Engineering, National Yang Ming Chiao Tung University (NYCU) Experience: Assistant Vice President of AI Innovation Center, D-Link Corporation, Vice President of Amigo Technology Inc., Assistant Vice President of Amit Wireless Inc.	—	None	None	—	
Director	R.O.C.	Claire Chou	Female	2020.08.11	0	0%	0	0%	0	0%	Education: Bachelor of Accounting, National Taiwan University Experience: Director of Accounting Div. and Corporate Finance Div., D-Link Corporation.	Supervisor of D-Link Japan K.K. Director of D-Link Holding Mauritius, Inc. Director of D-Link Capital Investment Co., Ltd. Director of D-Link Investment Co., Ltd.	None	None	—	
Corporate Governance Officer	R.O.C.	IC Hsu	Female	2024.08.13	0	0%	0	0%	0	0%	Education: Master of Business Management, National Sun Yat-sen University Experience: Assistant Manager of Corporate Auditor's Office, D-Link Corporation, Deputy Audit Manager of Kinus Interconnect Technology Corp., Special Assistant to the Chairman of Sharehope Medicine Co., Ltd., Audit Manager of Buwon Precision Sciences Co., Ltd., Audit Manager of	—	None	None	—	

Title	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Education and Work Experiences	Other Position Concurrently Held at Other Companies	Managers Who Are Spouses or Within Two Degrees of Kinship			Remarks
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
											Daren Technology Corporation, Audit Manager of Samsung Electronics Taiwan Co., Ltd., Deputy Audit Manager of Mellon Industrial Co., Ltd.					

Note 1: Senior Vice President, Sara Cheng, resigned on January 31, 2025.

Note 2: Laroché Hsieh, the Head of AI Innovation Center, was promoted to Assistant Vice President on May 14, 2024.

Note 3: Wynne Ho, the Corporate Governance Officer, resigned on July 19, 2024.

Note 4: New Corporate Governance Officer, IC Hsu, took office on August 13, 2024.

II. Remuneration of Directors, President, and Vice Presidents

(I) Directors' (Including Independent Directors') Remuneration

2024.12.31; Unit: NT\$ Thousand

Title	Name	Remuneration				Total Remuneration (A+B+C+D) and Ratio to Net Income After Tax	Relevant Remuneration Received by Directors Who are Also Employees				Total Remuneration (A+B+C+D+E+G) and Ratio to Net Income After Tax				Remuneration on from Other Than Parent or From the Company		
		Base Compensation (A)		Severance Pay (B)			Directors Compensation (C)		Allowances (D)		Salary, Bonus, and Allowances (E)		Severance Pay (F)			Employees Compensation (G)	
		The Company	All Companies in the Company's Consolidated Financial Statements	The Company	All Companies in the Company's Consolidated Financial Statements		The Company	All Companies in the Company's Consolidated Financial Statements	The Company	All Companies in the Company's Consolidated Financial Statements	The Company	All Companies in the Company's Consolidated Financial Statements	The Company	All Companies in the Company's Consolidated Financial Statements		Cash	Stock
Chairman	Representative: Victor Kuo ^{Note 1}	420	420	0	0	0	36	450	463	8,570	10,092	0	243	0	9,263	10,800	0
Institutional Director	Taiwan Network Group United Co., Ltd.	0	0	0	100	100	0	0	100	0	0	0	0	0	100	100	0
	Representative: Joseph Wang	120	120	0	0	0	26	144	144	0	0	0	0	0	144	144	0
Institutional Director	E-TOP Metal Co., Ltd.	0	0	0	108	108	0	0	108	0	0	0	0	0	108	108	0
	Representative: Amy Wu	120	120	0	0	0	36	156	156	0	0	0	0	0	156	156	0
	Representative: Fred Fong	120	120	0	0	0	30	150	150	0	0	0	0	0	150	150	0
	Victor Wu	120	120	0	43	43	36	199	199	0	0	0	0	0	199	199	0
Director	Blain Kao	120	120	0	57	57	30	207	207	0	0	0	0	0	207	207	0
Independent Director	Richard Chen	840	840	0	0	0	36	876	876	0	0	0	0	0	876	876	0
Independent Director	Richard Lee	840	840	0	0	0	36	876	876	0	0	0	0	0	876	876	0
Independent Director	Chun-Hsing Chu	840	840	0	0	0	36	876	876	0	0	0	0	0	876	876	0
1. Please Describe the Policy System, Standard and Structure of the Remuneration Paid to the Independent Directors and Describe the Relevance Between the Remuneration Amount Paid and Factors, such as their Functions, Risks, and Time Commitment. In accordance with the "Management Regulations on the Remuneration of Directors and Functional Committee Members", the Company pays the remuneration to directors and independent directors, which includes Base Compensation (A), Directors Compensation (C) and Allowance (D), the descriptions of which are as follows: (1) Base Compensation (A): Independent directors serve on functional committees such as audit and remuneration. Their responsibilities, risks and time commitment are greater and more important than those of ordinary directors. Therefore, the compensation of director <i>vis-à-vis</i> depending on the nature of compensation (G). The Company's Article of Incorporation specify that directors compensation shall not exceed 1% of the current year's profitability and shall be allocated on a pro rata basis, considering the status of the board members, their duties, board attendance and other contributions. (2) Independent directors shall not participate in the profit distribution. (3) Allowances (D): The attendance fees for directors (including independent directors) to attend the Board of Directors' meetings or shareholders' meetings in person. Except as disclosed in the Table above, remuneration (including independent directors) to attend the Board of Directors' meetings or shareholders' meetings in person. Except as disclosed in the Table above, remuneration (including independent directors) to attend the Board of Directors' meetings or shareholders' meetings in person. Except as disclosed in the Table above, remuneration (including independent directors) to attend the Board of Directors' meetings or shareholders' meetings in person. Except as disclosed in the Table above, remuneration (including independent directors) to attend the Board of Directors' meetings or shareholders' meetings in person. Except as disclosed in the Table above, remuneration (including independent directors) to attend the Board of Directors' meetings or shareholders' meetings in person. Except as disclosed in the Table above, remuneration (including independent directors) to attend the Board of Directors' meetings or shareholders' meetings in person. Except as disclosed in the Table above, remuneration (including independent directors) to attend the Board of Directors' meetings or shareholders' meetings in person. 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Except as disclosed in the Table above, remuneration (including independent directors) to attend the Board of Directors' meetings or shareholders' meetings in person. Except as disclosed in the Table above, remuneration (including independent directors)																	

1. Please Describe the Policy, System, Standard, and Structure of the Remuneration Paid to the Independent Directors and Describe the Relevance between the Remuneration Amount Paid and Factors, such as their Functions, Risks, and Time Commitment in accordance with the "Management Regulations on the Remuneration of Directors and Functional Committee Members." The Company pays the remuneration of directors and independent directors, which includes Base Compensation (A), Directors' Compensation (C) and Allowances (D), the descriptions of which are as follows:

(1) Base Compensation (A): Independent directors serve on functional committees such as audit and remuneration. Their responsibilities, risks and time commitment are greater and more important than those of ordinary directors. Therefore, the compensation of director varies depending on the nature of the duties.

(2) Directors' Compensation (C): The Company's Articles of Incorporation specify that directors' compensation shall not exceed 1% of the current year's profitability and shall be allocated on a pro rata basis, considering the status of the board members, their duties, board attendance and other contributions.

(3) Allowances (D): The attendance fees for directors (including independent directors) to attend the Board of Directors' meetings or shareholders' meetings in person.

2. Except as Disclosed in the Table above, Remuneration to Directors Received for the Service Provided (such as Non-Employee Consultants) to all Companies Listed in the Consolidated Financial Statements in the Most Recent Year: None.

Note 1: Chairman Victor Kuo assumed the position of Institutional Director at Taiwan Network Group United Co., Ltd. on May 31, 2023.

Note 2: The directors' compensation (C) and employees' compensation (G) of 2024 was approved by the board of directors on 2025.02.26 and 2025.04.15.

Note 3: Profit refers to the profit for the year in the 2024 parent company only financial statements of D-Link Corporation.

* Table of Remuneration Ranges for the Directors

Range of Remuneration	Name of the Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements
Less than NT\$1,000,000	Victor Kuo, Joseph Wang, Amy Wu, Fred Fong, Brian Kao, Victor Wu, Richard Chen, Richard Lee, Chun-Hsiung Chu, Taiwan Network Group United Co., Ltd., E-TOP Metal Co., Ltd.,	Victor Kuo, Joseph Wang, Amy Wu, Fred Fong, Brian Kao, Victor Wu, Richard Chen, Richard Lee, Chun-Hsiung Chu, Taiwan Network Group United Co., Ltd., E-TOP Metal Co., Ltd.,	Joseph Wang, Amy Wu, Fred Fong, Brian Kao, Victor Wu, Richard Chen, Richard Lee, Chun-Hsiung Chu, Taiwan Network Group United Co., Ltd., E-TOP Metal Co., Ltd.,	Joseph Wang, Amy Wu, Fred Fong, Brian Kao, Victor Wu, Richard Chen, Richard Lee, Chun-Hsiung Chu, Taiwan Network Group United Co., Ltd., E-TOP Metal Co., Ltd.,
NT\$1,000,000 (inclusive) to 2,000,000 (exclusive)	—	—	—	—
NT\$2,000,000 (inclusive) to 3,500,000 (exclusive)	—	—	—	—
NT\$3,500,000 (inclusive) to 5,000,000 (exclusive)	—	—	—	—
NT\$5,000,000 (inclusive) to 10,000,000 (exclusive)	—	—	Victor Kuo	—
NT\$10,000,000 (inclusive) to 15,000,000 (exclusive)	—	—	—	Victor Kuo
NT\$15,000,000 (inclusive) to 30,000,000 (exclusive)	—	—	—	—
NT\$30,000,000 (inclusive) to 50,000,000 (exclusive)	—	—	—	—
NT\$50,000,000 (inclusive) to 100,000,000 (exclusive)	—	—	—	—
More than NT\$100,000,000	—	—	—	—
Total	11	11	11	11

(II) **Supervisors' Remuneration:** The Company has established the Audit Committee on 2017.04.28.

(III) Remuneration of the President and Vice Presidents

2024.12.31; Unit: NT\$ Thousand

Title	Name	Salary (A)		Severance Pay (B)		Bonuses and Allowances (C)		Employee Compensation (D)				Total Remuneration (A+B+C+D) and Ratio to Net Income After Tax		Remuneration From Other Than Subsidiaries or From the Parent Company
		The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company		All Companies in the Consolidated Financial Statements		The Company	All Companies in the Consolidated Financial Statements	
CSO	Victor Kuo													
CEO	CJ Chang													
Senior Vice President	Sara Cheng ^{Note 1}	21,942	26,001	432	432	7,908	7,908	590	0	590	0	30,872 87.41%	34,931 98.80%	0
CFO	Joanne Chen													
Vice President	Kevin Chung													

Note 1: Senior Vice President Sara Cheng resigned on January 31, 2025.

* Table of Remuneration Ranges for the President and Vice Presidents

Range of Remuneration	Name of the President and Vice Presidents	
	The Company	All Companies in the Consolidated Financial Statements
Less than NT\$1,000,000	—	—
NT\$1,000,000 (inclusive) to 2,000,000 (exclusive)	—	—
NT\$2,000,000 (inclusive) to 3,500,000 (exclusive)	—	—
NT\$3,500,000 (inclusive) to 5,000,000 (exclusive)	Kevin Chung	Kevin Chung
NT\$5,000,000 (inclusive) to 10,000,000 (exclusive)	Victor Kuo, CJ Chang, Sara Cheng, Joanne Chen	CJ Chang, Sara Cheng, Joanne Chen
NT\$10,000,000 (inclusive) to 15,000,000 (exclusive)	—	Victor Kuo
NT\$15,000,000 (inclusive) to 30,000,000 (exclusive)	—	—
NT\$30,000,000 (inclusive) to 50,000,000 (exclusive)	—	—
NT\$50,000,000 (inclusive) to 100,000,000 (exclusive)	—	—
More than NT\$100,000,000	—	—

Range of Remuneration	Name of the President and Vice Presidents	
	The Company	All Companies in the Consolidated Financial Statements
Total	5	5

* Names and Distributions of Employee Profit-Sharing Compensation to Managerial Officers

2024.12.31; Unit: NT\$ Thousand						
Managerial Officers	Title	Name	Stock	Cash	Total	Ratio of Total Amount to Net Income (%)
	CSO	Victor Kuo	0	695	695	1.97%
	CEO	CJ Chang				
	Senior Vice President	Sara Cheng				
	Vice President	Kevin Chung				
	CFO	Joanne Chen				
	Assistant Vice President	Laroche Hsieh				
	Director	Claire Chou				
	Corporate Governance Officer	Wynne Ho				
	Corporate Governance Officer	IC Hsu				

Note1: On 2025.02.26, the Board of Directors resolved that the employees' compensation for the year 2024 was NT\$3,081 thousand.

Note 2: Wynne Ho, the Corporate Governance Officer, resigned on July 19, 2024.

(IV) Separately compare and describe total remuneration, as a Percentage of net Income stated in the parent company only financial statements or individual financial statements, as paid by the Company and by all other companies included in the consolidated financial statements in the most recent two years to Directors, Supervisors, President and Vice Presidents of the Company and the analysis and description of remuneration policies, standards, packages and the procedure for determining remuneration, and their correlations with the operating performance and future risk exposure.

1. Policies, Standards, Combinations for Remuneration, and the Correlation with Business Operation Performance and Future Risks:

- (1) The major components of the remuneration of the Directors of the Company are general remuneration and compensation. In accordance with Article 27 of the “Articles of Incorporation” of the Company, the compensation of the Directors of the Company shall be distributed no more than one percent of the profit for the year. The profit for the year shall refer to the profit before tax for the year and before the distribution of employees’ compensation and Directors’ compensation. The remuneration policy of the Directors is based on the “Measures for the Management of the Remuneration of Directors and Functional Committees”, “Rules for Performance Evaluation of Board of Directors” and with reference to the payment level of peer companies, the Company’s operating results and the contribution of the Directors to the Company’s operational objectives. The distribution is made using a weighted point method and calculated according to the established formula. Independent Directors do not take part in the profit distribution. The related performance evaluation and the reasonableness of the remuneration are reviewed by the Remuneration Committee and the Board of Directors. The remuneration system is reviewed from time to time in accordance with the actual operating conditions and relevant laws and regulations.
- (2) The President, Vice Presidents and High-Level Managerial Officers: Remuneration of the Company’s managerial officers, including the President and Vice Presidents, is determined in accordance with the Company’s “Performance Appraisal Management Guidelines”, with reference to the remuneration level of the industry for the position, the scope of responsibilities of the position, the achievement of the performance targets. The main components of managerial officers’ performance targets are operational indicators, strategic indicators, and sustainability and internal control indicators.
- (3) Since 2022, the performance target setting of the high-level managerial officers such as Company’s Chairman serving concurrently as CSO and CEO serving concurrently as the President has included ESG sustainability indicators. The assessment results are also linked to the distribution of short-term compensation, long-term reward (such as restricted stock award), annual salary increase, etc. Starting from 2023 and on, ESG indicators have been gradually implemented to the management at all levels, and eventually extending to all employees.

The 2024 annual performance targets are as follows:

CSO

Indicator	Weight	Description
Operational	40%	According to annual operating targets set by the board of directors such as global sales, EPS, etc.
Strategic	30%	1.Promote brand value and corporate image by winning important domestic and international awards or improving ranking for products or the brand as the criteria. 2.Develop or promote new series of products, new businesses, new investments or new organizational structures of subsidiaries.
Sustainability and Internal Control	30%	Improve corporate governance evaluation and international ESG ratings (15%), pay attention to climate change and conduct self-monitoring on greenhouse gas carbon emissions (5%), and formulate and implement a sustainable talent succession plan (10%).

CEO

Indicator	Weight	Description
Operational	70%	According to annual operating targets set by the board of directors such as global sales, EPS, etc.
Strategic	5%	Promote brand value and corporate image by winning important domestic and international awards or improving ranking for products or the brand as the criteria.
Sustainability and Internal Control	25%	Improve corporate governance evaluation and international ESG ratings (5%), implement systematic enterprise risk management (5%), pay attention to climate change and conduct self-monitoring on greenhouse gas carbon emissions (5%), and formulate and implement a sustainable talent succession plan (10%).

Sustainability Indicators of Other High-Level Managerial Officers

Indicator	Weight	Description
Environmental	5%	Green product (5%)
Social	5%~10%	Customer management (5%), talent development (5%), external stakeholders communication (10%)
Governance	5%~20%	Strengthen information security governance (5%), improve ESG rating or corporate governance evaluation (10%), grasp of key technologies and product trends (10%), management of group investment structure, global taxation planning and group fund (20%)

The remuneration of the managerial officers consists of fixed salary, variable bonus, and long-term reward, with each component structured according to its nature as outlined below:

Fixed salary: the fixed salary is set according to standards developed based on market competition and the Company's financial capabilities.

Variable bonus: the variable bonus is linked to the operating performance of the Company or the center to which the individual belongs. The better the performance, the greater the proportion of the variable component in relation to the total remuneration.

Long-term reward: Through the design of equity-based remuneration, with a three-year restricted employee stock awards, the long-term reward is linked to individual performance, the Company's business performance, and shareholders' value.

The aforementioned performance targets and the reasonableness of the remuneration of the managers, including for the President and Vice Presidents, are reviewed and evaluated by the Remuneration Committee, and submitted to the Board of Directors for approval prior to the distribution of remuneration.

- (4)Future risks: The Company will review the remuneration payment system of the Directors and managerial officers in a timely manner in accordance with the actual operating conditions and requirements of the relevant laws and regulations, with the aim of retaining outstanding decision-maker and managerial level, and effectively leading the Company's long-term operating performance, while avoiding risks resulting from the managerial officers' pursuit of short-term benefits, thereby ensuring a balance between sustainable operation and risk control.

2. Ratio of Directors, President, and Vice Presidents' Total Remuneration to Net Income after Tax in Recent Two Years:

- (1)Directors: In accordance with the "Articles of Incorporation" of the Company, the compensation of the Directors of the Company shall be distributed no more than one percent of the profit for the year. The remuneration shall be distributed based on the

“Measures for the Management of the Remuneration of Directors and Functional Committees”, “Rules for Performance Evaluation of Board of Directors” and with reference to the payment level of peer companies, the Company’s operating results and the contribution of the Directors to the Company’s operational objectives.

(2)President and Vice Presidents: Remuneration of the Company’s managerial officers, is determined in accordance with the Company’s “Performance Appraisal Management Guidelines”, with reference to the remuneration level of the industry for the position, the scope of responsibilities of the position, the achievement of the performance targets, and the contribution to the Company operational objectives, reviewed and evaluated by the Remuneration Committee, and submitted to the Board of Directors for approval before the distribution.

(3)Future risks: The Company will review the remuneration payment system of the Directors and managerial officers in a timely manner in accordance with the actual operating conditions and requirements of the relevant laws and regulations, to ensure a balance between sustainable operation and risk control.

Title	Ratio of Total Remuneration to Net Income After Tax			
	2024		2023	
	The Company	Consolidated Financial Statements	The Company	Consolidated Financial Statements
Director	36.68%	41.03%	4.82%	4.82%
President and Vice Presidents	87.41%	98.90%	5.93%	6.47%

III. Implementation of Corporate Governance

(I) Board of Directors

In 2024 (5 meetings) and 2025 (1 meeting) as of the publication date of this Annual Report, the Company's Board of Directors held a total of 6 meetings; the attendance of Directors is as follows:

Title	Name	Number of Meetings should Attend (A)	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Remarks
Chairman	Taiwan Network Group United Co., Ltd. Representative: Victor Kuo	6	5	1	83.33%	-
Director	Taiwan Network Group United Co., Ltd. Representative: Joseph Wang	6	5	1	83.33%	-
Director	E-TOP Metal Co., Ltd. Representative: Amy Wu	6	6	0	100%	-
Director	E-TOP Metal Co., Ltd. Representative: Fred Fong	6	5	1	83.33%	-
Director	Brian Kao	6	6	0	100%	-
Director	Victor Wu	6	6	0	100%	-
Independent Director	Richard Chen	6	6	0	100%	-
Independent Director	Richard Lee	6	6	0	100%	-
Independent Director	Chun-Hsiung Chu	6	6	0	100%	-

Other Mentionable Items:

I. If Any of the Following Circumstances Occur, the Dates, Terms of the Meetings, Contents of Motions, all Independent Directors' Opinions and the Company's Response Should be Specified:

- (I) **Items Listed in Article 14-3 of the "Securities and Exchange Act"**: The Company has established an Audit Committee, so it is not applicable.
- (II) **Other Matters Involving Objections or Expressed Reservations by Independent Directors that were Recorded or Stated in Writing that Require a Resolution by the Board of Directors**: None.

II. If there are Directors' Avoidance of Motions in Conflict of Interest, the Directors' Names, Contents of Motion, Causes for Avoidance and Voting should be Specified:

Meeting Date (Term and Session)	Proposal	Director Recused	Reason for Recusal	Voting Status
2024.02.27 (13-05)	Details of allocation of 2023 directors' compensation	Joseph Wang Amy Wu Fred Fong Brian Kao Victor Wu	Discussion of allocation for themselves or the institutional director they represented	Did not participate in discussion and voting.
2024.04.10 (13-06)	Details of allocation of 2023 managerial officers' compensation	Victor Kuo	Serves as a managerial officer concurrently at the Company	Did not participate in discussion and voting.
2024.05.14 (13-07)	The managerial officers' 2024 Salary and Compensation Adjustment	Victor Kuo	Serves as a managerial officer concurrently at the Company	Did not participate in discussion and voting.

2024.08.13 (13-08)	The evaluation of the performance assessment results of managerial officers for the fiscal year 2024 of the Company	Victor Kuo	Serves as a managerial officer concurrently at the Company	Did not participate in discussion and voting.
2025.02.26 (13-10)	Details of allocation of 2024 directors' compensation	Victor Kuo Joseph Wang Amy Wu Fred Fong Brian Kao Victor Wu	Discussion of allocation for themselves or the institutional director they represented	Did not participate in discussion and voting.
	Proposal for evaluation of managerial officers' 2024 performance results	Victor Kuo	Serves as a managerial officer concurrently at the Company	Did not participate in discussion and voting.
	Proposal for managerial 2025 annual performance target	Victor Kuo	Serves as a managerial officer concurrently at the Company	Did not participate in discussion and voting.

III. Implementation Status of Board Evaluations:

On August 12, 2022, the Board of Directors of the Company approved an amendment to the "Rules for Performance Evaluation of Board of Directors", which stipulates that the Board of Directors shall conduct an internal performance evaluation of the Board of Directors, its members, and functional committees at least once a year, and an external evaluation by an external independent institution or a team of external experts and scholars at least once every three years.

(I) External Evaluation of the Board of Directors:

In May 2022, the Company appointed the Taiwan Corporate Governance Association, a non-governmental, non-profit and independent corporation that provides professional corporate governance system assessment and the Board of Directors' performance evaluation services in Taiwan, to conduct an evaluation. The association issued an evaluation report on July 7, 2022, and the overall evaluation results were submitted to the Board of Directors on August 12, 2022 for approval and served as a basis for review and improvement. The Scope, method and content of the evaluation are as follow.

Evaluation Cycle	Once every three years
Evaluation Period	2021.06.01 ~ 2022.05.31
Scope of Evaluation	The Board of Directors and functional committees of the Company
Evaluation Method	Site visits
Evaluation Items	<ol style="list-style-type: none"> 1. Composition of the Board of Directors 2. Instructions of the Board of Directors 3. Authorization of the Board of Directors 4. Supervision of the Board of Directors 5. Communication of the Board of Directors 6. Internal control and risk management 7. Self-regulation of the Board of Directors 8. Others (such as meetings of the Board of Directors, support systems, etc.)
Suggestions of the association	<ol style="list-style-type: none"> 1. We suggest the Company to further strengthen the existing whistle-blower mechanism by setting up an independent director to receive emails in person or an acceptance unit to receive emails simultaneously. 2. We suggest establishing a "Directors' Handbook" and to clearly establish a training system

	<p>for the new directors to facilitate future implementation.</p> <p>3. It is recommended to including at least one female director.</p> <p>4. It is recommended that the Company establishes a training and succession plan for senior managers in line with the development vision and strategy as well as the global ESG development trend.</p> <p>5. It is recommended that the Company reviews the design of the questionnaire for the Board of Directors' performance evaluation and adds forward-looking and strategic qualitative indicators.</p>
Implementati on status of the Company	<p>1. The Company has communicated with the independent director Mr. Chun-Hsiung Chu and has simultaneously transferred the whistleblowing mailbox to the independent director Mr. Chu to receive emails in person.</p> <p>2. The Directors' Handbook and a training session for new directors are already under planning by the Corporate Governance Officer.</p> <p>3. After the re-election of directors in 2023 upon expiry of term of office, one female director has been held on the Board.</p> <p>4. The Company has established the procedure of "Senior Manager Successor Recommendation and Selection Program" and establish a comprehensive training system on November 4, 2022.</p> <p>5. The Company has amended the "Rules for Performance Evaluation of Board of Directors " at the Board of Directors' meeting on August 12, 2022, adding ESG-related qualitative indicators.</p>

(II) Internal Evaluation of the Board of Directors:

The evaluation method is based on internal evaluation, and the agenda working group of the Board of Directors is responsible for implementation. Internal questionnaires are adopted. The evaluation is conducted based on five aspects: the operation of the Board of Directors, the participation of directors, the operation of the Audit Committee, the Remuneration Committee, and the ESG Committee. The evaluation of the Board of Directors' operation, the evaluation of board members' participation, the evaluation of the Audit Committee's operations, the evaluation of the Remuneration Committee's performance, and the evaluation of the ESG Committee's operations are conducted.

The results of the Board of Directors' performance evaluation for 2024 were presented to the Board of Directors on February 26, 2025, together with the proposal on improvement measures, which were used as a reference for individual director's compensation and nomination for reappointment. The overall average score of the board performance self-evaluation was 4.69 points (out of 5 points), and the overall average score of individual board members' performance self-evaluation was 4.69 points (out of 5 points), indicating that the Board of Directors is functioning well. In addition, we completed the Audit Committee's, Remuneration Committee's, and the ESG Committee's performance self-evaluations, and the evaluation results all reached 4.65 points (out of 5 points), indicating that the Company's functional committees are functioning and operating well. The Scope, method and content of the evaluation are as follow.

Evaluation Cycle	Once a year
Evaluation Period	2024.01.01~2024.12.31
Scope of Evaluation	<p>1. Board performance evaluation</p> <p>2. Board members' performance evaluation</p> <p>3. Audit Committee's performance evaluation</p> <p>4. Remuneration Committee's performance evaluation</p> <p>5. ESG Committee's performance evaluation</p>
Evaluation Method	Internal self-evaluation

Evaluation Items	The board performance evaluation covers six major aspects	The board members' performance evaluation covers six major aspects	Audit, Remuneration and ESG Committee's performance evaluation items
	I. Involvement in the Company's operations II. Improvement to the quality of decision-making by the board III. Composition and structure of the Board of Directors IV. Directors' election and continuing education V. Internal control VI. Focus on sustainable management (ESG)	I. Understanding of the Company goals and tasks, focusing on sustainable management (ESG) II. Awareness of directors' responsibilities III. Involvement in the Company's operations IV. Internal relationship management and communication V. Directors' professionalism and continuing education VI. Internal control	I. Involvement in the Company's operations II. Awareness of functional committee members' responsibilities III. Improvement to the quality of decision-making by functional committees IV. Composition of functional committees and selection of members V. Internal control
IV. Measures Taken to Strengthen the Function of the Board and Results Thereof: (I) In late 2022, the KPMG professional team was engaged to help establish an effective corporate risk management mechanism. Their role included identifying, monitoring, and addressing the appropriate risks, allowing the Board of Directors and the Audit Committee to implement comprehensive business risk management in the correct direction. The project was successfully completed in March 2023. In order to effectively respond to the increasingly complex global market environment, it is intended to integrate "emerging risks" (geopolitics, digital transformation) and "sustainable risks" into the Company's overall risk management process, and to incorporate risk management into the corporate decision-making process in 2025, to ensure that all business units and management will take risk assessments into account when strategic planning. In addition, through the employee performance goal evaluation mechanism, the Company will link the risk management closely to the Company's business objectives to improve the Company's long-term competitive advantages. (II) In response to the frequent information security incidents, the Company has commissioned information security experts to organize the "Information Security Governance and Responsibilities of the Board of Directors" and "2024 New Corporate Governance and Board of Directors Performance Evaluation Practice Interpretation" on-site training course for 6 hours, to help directors understand the risks of information security incidents and how to respond. A total of 60 hours of continuing education were provided to directors in 2024. (III) Since 2023, the Board of Directors has required the CEO and the Accounting Supervisor to attend and report on the alignment between the Company's goals and budget during the annual budget and financial report review. (IV) Since the 13th Board of Directors in 2023, a regular "Directors' Exchange Meeting" has been conducted prior to each quarterly Board meeting. This meeting serves as an opportunity for Directors to actively engage and gain insights into the Company's significant matters and strategic objectives. (V) Since the 13th Board of Directors in 2023, a "Director's Handbook" has been established. It includes not only a company profile and industry updates, but also information on legal regulations and the rights and obligations of Directors. This enables Directors to have a comprehensive understanding of the Company's operational status and gather ESG-related information and trends for their reference. (VI) Since 2023, the ESG Committee has held meetings twice a year and reported to the board of directors on the Company's sustainable development and the short, medium, and long-term ESG strategic goals. (VII) The 13th Board of Directors have been elected in 2023 and the specific management goal of at least one female director in 2023 has been achieved. (VIII) To enable the independent directors to fully exercise their duties and responsibilities, the independent directors have been arranged to attend separate meetings with the auditors and the certified public accountants on a quarterly basis. (IX) The Company's 2023 interim financial statement and annual financial statement were reviewed by the Audit Committee and then submitted to the Board of Directors for discussion.			

- (X) In order to enhance the professionalism of board members, it is expected to plan two in-house training courses with a total of 6 hours credits each year starting from 2024.
- (XI) Starting in 2025, the Company will invite the CPA to report on the key audit matters, audit or review results, and other relevant legal requirements of the annual and semi-annual financial statements to all directors before the board meeting, in order to ensure that the Board of Directors can fully perform its supervisory duties and strengthen the stability of corporate financial management.
- (XII) In order to further enhancement of corporate governance and implement the division of functions of the Board of Directors, it is proposed to establish the Nomination Committee, and to review the duties and operation effectiveness of each functional committee under the Board of Directors, and to continue to strengthen the concept of corporate governance and enhance the transparency of the Board of Directors' operations.

(II) Operations of the Audit Committee

The Audit Committee aims to assist the Board of Directors in overseeing the quality and integrity during the Company's implementation of accounting, auditing, and financial reporting processes, as well as financial controls. The Audit Committee's major tasks in 2024 are as follows:

- Reviewed quarterly financial statements.
- Formulated or amended the internal control system and relevant important measures.
- Assessed the effectiveness of internal control system.
- Regularly communicated the audit report results with the Internal Auditor as per the annual audit plan.
- Audit of transactions in which the Company acquires or disposes of assets, and significant endorsements or guarantees for others.
- Assessed the audit fees, independence, and suitability of CPAs.
- Reviewed investment proposals.
- Handled matters bearing on the personal interest of a director.
- Issuance of equity securities.
- Appointment and termination of financial, accounting, or internal audit supervisors.
- Audit the policies, procedures, and frameworks related to risk management, and regularly assess their relevance and effectiveness of implementation.
- Establish the risk appetite (risk tolerance) to inform resource allocation.
- Ensure that the risk management mechanism effectively addresses the risks faced by the Company and seamlessly integrates into the daily operational processes.
- Determine the priority and risk levels for risk management.
- The implementation of risk management should be reviewed, and necessary improvement suggestions should be provided. A report should be submitted to the Board of Directors at least once a year.
- Implementation of the risk management decisions made by the Board of Directors.

In 2024 (5 meeting) and 2025 (1 meeting) as of the publication date of this Annual Report (A), the Company's Board of Directors held a total of 6 meetings; the attendance of Directors is as follows:

Title	Name	Number of Meetings should Attend (A)	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Remarks
Chairman and Convener (Independent Director)	Richard Chen	6	6	0	100%	
Committee Member (Independent Director)	Richard Lee	6	6	0	100%	
Committee Member (Independent Director)	Chun-Hsiung Chu	6	6	0	100%	

Other Mentionable Items:

- I. If any of the Following Circumstances Exists, Specify the Audit Committee Meeting Date, Meeting Session Number, Content of the Motion(s), the Content of any Dissenting or Qualified Opinion or Significant Recommendation of the Independent Directors, the Outcomes of Audit Committee Resolutions, and the Measures Taken by the Company Based on the Opinions of the Audit Committee:
- (I) Items Listed in Article 14-5 of the "Securities and Exchange Act":

Meeting Date (Term and Session)	Proposal	Audit Committee Resolution Results	The Company's Response to the Audit Committee's Opinions
2024.02.27 (3-3)	<ol style="list-style-type: none"> Proposal for the 2023 Internal Control System Statement. Proposal for the 2023 business report, parent company only and consolidated financial statements. Proposal for the earnings distribution for 2023. Proposal for independence and suitability evaluation report of the CPAs appointed by the Company for 2024. Proposal for the appointment of the Company's CPA for 2024. Proposal for the CPAs' fees for the Company's financial statements and taxation for 2024. Proposal for the establishment of the "Non-Assurance Services Pre-approval Policy". Proposal to increase the endorsement and guarantee amount for the subsidiary, D-Link (Shanghai) Co., Ltd. Proposal for the establishment of the "Corporate Governance Best Practice Principles". 	All Independent Directors agreed to pass it without any opinion.	Submitted to the Board of Directors for a resolution and approved by all the Directors present.
2024.04.10 (3-4)	<ol style="list-style-type: none"> Proposal for independence and suitability evaluation report of the CPAs appointed by the Company for 2024. 	All Independent Directors agreed to	Submitted to the Board of Directors for a resolution and

		pass it without any opinion.	approved by all the Directors present.
2024.05.14 (3-5)	1.Proposal for the 2024 Q1 consolidated financial statements. 2.Proposal to abolish and re-formulate the “Related party transaction Management Measures” 3.Proposal for the amendment to the “Internal Audit Procedures”, “Internal Control System Self-assessment Procedures” and “Internal Audit Implementation Rules” 4.Proposal to reclassify overdue accounts receivable (over three months) from the subsidiary D-Link (Europe) as intercompany lending.	All Independent Directors agreed to pass it without any opinion.	Submitted to the Board of Directors for a resolution and approved by all the Directors present.
2024.08.13 (3-6)	1.Proposal for the 2024 Q2 consolidated financial statements. 2.Proposal to reclassify newly incurred overdue accounts receivable (over three months) from the subsidiary D-Link (Europe) as intercompany lending.	All Independent Directors agreed to pass it without any opinion.	Submitted to the Board of Directors for a resolution and approved by all the Directors present.
2024.11.13 (3-7)	1.Proposal for the Company’s 2025 annual audit plan. 2.Proposal for the 2024 Q3 consolidated financial statements. 3.Proposal for exceeding the expected annual transaction limit for purchases and sales of goods, services, or technical services to Related Party for 2025 of the Company. 4.Proposal for the establishment of the “Corporate Governance Best Practice Principles”. 5.Proposal for the amendment to the “Audit Committee Charter”. 6.Proposal for the amendment to the “Regulations for Filing of Public Information”. 7.Proposal for the amendment to the “Procedures for Materiality Management and Prevention of Insider Trade”. 8.Proposal for the amendment to the “Corporate Division of Authority & Responsibility” 9.Proposal for the amendment to the “Corporate Information Security Management Policy”.	All Independent Directors agreed to pass it without any opinion.	Submitted to the Board of Directors for a resolution and approved by all the Directors present.
2025.02.26 (3-8)	1. Proposal for the 2024 Internal Control System Statement. 2. Proposal for the 2024 business report, parent company only and consolidated financial statements. 3. Proposal for the earnings distribution for 2024. 4. Proposal for the Company's proposal to distribute cash from additional paid-in capital. 5. Proposal for independence and suitability evaluation report of the CPAs appointed by the Company for 2025. 6. Proposal for the CPAs’ fees for the Company’s	All Independent Directors agreed to pass it without any opinion.	Submitted to the Board of Directors for a resolution and approved by all the Directors present.

		financial statements and taxation for 2025. 7. Proposal for the establishment of the “Non-Assurance Services Pre-approval Policy”. 8. Proposal for the amendment to the “Corporate Internal Audit Implementation Guidelines”.		
(II) Other Matters Which were not Approved by the Audit Committee but were Approved by Two-Thirds or More of all Directors: None.				
II. II. If there are Independent Directors’ Avoidance of Motions in Conflict of Interest, the Directors’ Name, Contents of Motion, Causes for Avoidance and Voting should be Specified: There was no recusal due to conflict of interests in 2024.				
III. Communication Between the Independent Directors, Chief Internal Auditor, and CPAs (Including Material Items, Methods, and Results of the Company's Finance and Operations):				
(I) The Company's Internal Auditor regularly reports to the Independent Directors privately on the performance of the Company's annual audit plan as well as improvement and tracking of internal control deficiencies on a quarterly basis. Meanwhile, the Internal Auditor submits an audit report and defect tracking report for the previous month before the end of each month. In the event of a major abnormal incident, the Internal Auditor will immediately report to the Independent Directors. There was no such special situation in 2024, and the communication between the Company's Independent Directors and the Internal Auditor is in good condition.				
(II) The Company's CPAs report the audit or review results of the quarterly financial statement and other matters required by law to the Independent Directors privately on a quarterly basis. The communication between the Company's Independent Directors and the CPAs is in good condition.				
(III) Private communication between Independent Directors and the Internal Auditor, and CPAs:				
1. Private communication between Independent Directors and the Internal Auditor:				
Date	Session of Meeting	Attendee	Communication Focus	Independent Directors’ Suggestions and Results
2024.02.27	Audit Committee (3-3)	Independent Director Richard Chen Independent Director Richard Lee Independent Director Chun-Hsiung Chu Internal Auditor Richard Yang	1. Report on the implementation of the 2023 Q4 audit plan. 2. The latest implementation status of the audit and reporting items stipulated by laws and regulations. 3. In response to the information security risks cases, the Company explained to the independent directors about the “Internal Management Measures for Test Machine Room” established for the information department in response to the information security risk cases, and the “Test Machine Room Internal Management Measures”. 4. The Company's response to the requirement of the law and regulation to incorporate the management of sustainable information into	No opinion.

			the internal control system, and the related countermeasures and system amendments are explained to the independent directors in the meeting.	
2024.05.14	Audit Committee (3-5)	Independent Director Richard Chen Independent Director Richard Lee Independent Director Chun-Hsiung Chu Internal Auditor Richard Yang	<ol style="list-style-type: none"> 1. Report on the implementation of the 2024 Q1 audit plan. 2. The latest implementation status of the audit and reporting items stipulated by laws and regulations. 3. Description of the test data center and the establishment of the sustainable information management system, including the results of on-site inspections and testing of the data center. 4. Description of the internal control system documents, including the internal audit procedures and the internal audit implementation guidelines, which have been amended in accordance with the revised laws. 5. Description of the results from the on-site verification and review of the TIPS certification process by the Institute for Information Industry. 	No opinion.
2024.08.13	Audit Committee (3-6)	Independent Director Richard Chen Independent Director Richard Lee Independent Director Chun-Hsiung Chu Internal Auditor Richard Yang	<ol style="list-style-type: none"> 1. Report on the implementation of the 2024 Q2 audit plan. 2. The latest implementation status of the audit and reporting items stipulated by laws and regulations. 3. Description of the report explained the progress of the on-site audit of the TIPS system, and arranged the internal education and training courses for the TIPS auditors. 4. According to the audit suggestions, the Company promotes the electronic process of the seal operation form. Currently, the progress 	No opinion.

			of the information system is described.	
2024.11.13	Audit Committee (3-7)	Independent Director Richard Chen Independent Director Richard Lee Independent Director Chun-Hsiung Chu Internal Auditor Richard Yang	<ol style="list-style-type: none"> 1. Report on the implementation of the 2024 Q3 audit plan. 2. Description of the audit results of the annual Taiwan Intellectual Property Management System project review. 3. Description of the external certification review operation for the conversion of PIMS annual certificate is described. The audit results are yet to be replied by the certification unit. 4. Description of the extension of the deadline of the electronic system of the seal form. 	No opinion.
2025.02.26	Audit Committee (3-8)	Independent Director Richard Chen Independent Director Richard Lee Independent Director Chun-Hsiung Chu Internal Auditor Richard Yang	<ol style="list-style-type: none"> 1. Report on the implementation of the 2024 Q4 audit plan. 2. Audit results of the annual Taiwan Intellectual Property Management System project review, including follow-up on identified issues and improvements. 3. Based on the audit recommendations, the Legal Unit is advancing the electronic process for seal operation forms, with the current progress outlined. 4. The Legal Unit has completed the annual renewal of the PIMS certification. 5. Other compliance matters: Revision of the internal control system, self-assessment of internal control, reporting of the annual audit plan. 	No opinion.

2. Private communication Between Independent Directors and CPAs

Date	Session of Meeting	Attendee	Communication Focus	Independent Directors' Suggestions and Results
2024.02.27	Audit Committee (3-3)	Independent Director Richard Chen Independent Director Richard Lee	CPAs explained details of the 2023 financial statements audited and key audit matters.	Informed; reported to the Audit Committee and the Board of

		Independent Director Chun-Hsiung Chu CPAs		Directors.
2024.05.14	Audit Committee (3-5)	Independent Director Richard Chen Independent Director Richard Lee Independent Director Chun-Hsiung Chu CPAs	CPAs explained the key audit matters in the 2024 Q1 financial statements.	Informed; reported to the Audit Committee and the Board of Directors.
2024.08.13	Audit Committee (3-6)	Independent Director Richard Chen Independent Director Richard Lee Independent Director Chun-Hsiung Chu CPAs	CPAs explained the key audit matters in the 2024 Q2 financial statements.	Informed; reported to the Audit Committee and the Board of Directors.
2024.11.13	Audit Committee (3-7)	Independent Director Richard Chen Independent Director Richard Lee Independent Director Chun-Hsiung Chu CPAs	CPAs explained the key audit matters in the 2024 Q3 financial statements.	Informed; reported to the Audit Committee and the Board of Directors.
2025.02.26	Audit Committee (3-8)	Independent Director Richard Chen Independent Director Richard Lee Independent Director Chun-Hsiung Chu CPAs	CPAs explained details of the 2024 financial statements audited and key audit matters.	Informed; reported to the Audit Committee and the Board of Directors.

(III) Corporate Governance – Implementation Status and Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	
I. Does the Company establish and disclose its Corporate Governance Best-Practice Principles based on “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies”?	✓		The Company has established the “Corporate Governance Best Practice Principles,” which include guidelines for protecting shareholders’ rights, enhancing the functions of the Board of Directors, strengthening the role of the Audit Committee, respecting the rights of stakeholders, and improving information transparency. These principles are disclosed on the Company’s website and the Market Observation Post System (MOPS).
II. Shareholding structure & shareholders’ rights (I) Does the Company have Internal Operation Procedures for handling shareholders’ suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	✓		The Company has appointed a spokesperson and an acting spokesperson, as well as a point of contact for investor relations to handle issues, such as shareholders’ suggestions or disputes. We also fully disclose the contact information on the Company website and regularly report to the Board of Directors on the communication with stakeholders.
(II) Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	✓		The Company possesses a list of major shareholders and their ultimate owners and, subject to Article 25 of Securities and Exchange Act, reports any changes in equity held by its internal person (directors, managerial officers, and the major shareholders holding more than 10% of shares).
(III) Has the Company built and implemented a risk management system and a firewall between the	✓		The Company has formulated relevant measures in the internal control system to establish an appropriate risk control and firewall mechanism.
			None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
Company and its affiliates?				
(IV) Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	✓		<p>✧ The Company has formulated the “Procedures for Materiality Management and Prevention of Insider Trade” and the “Corporate Governance Best Practice Principles”, which prohibit insiders of the Company from trading securities using undisclosed information in the market and require the Directors to prohibit dealing in securities of the Company during the closed period (30 days before the annual financial report announcement and 15 days before the quarterly financial report announcement).</p> <p>✧ Our 2023 annual and 2024 quarterly financial reports were approved by the board of directors on February 27th, May 14th, August 13th, and November 13th respectively, and our shareholder services personnel also proactively reminded directors and insiders through e-mails on January 26th, April 26th, July 23th, and October 24th respectively from trading their shares before the financial report announcement. In 2024, no issue related to insider trading was reported.</p>	None
III. Composition and Responsibilities of the Board of Directors (I) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	✓		<p>✧ In the “Corporate Governance Best Practice Principles” formulated by the Company, it is clearly stated that the composition of the Board of Directors shall be diversified, and the elected Directors are from different professional backgrounds and fields of work, which can improve the structure of the Board of Directors of the Company.</p>	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
			<div>✧ The current Board of the Company comprises 9 Directors with different professional backgrounds, including networking, technology, media, ESG, accountants and lawyers. There are 3 Independent Directors, accounting for 33.3% of the total number of directors.</div> <div>✧ Every Director has completed at least a 6-hour course in 2024 and is encouraged to continue their studies to keep abreast of their knowledge and enhance their decision-making abilities. Additionally, courses on corporate governance and finance will be planned for 2025, aiming to enhance the diverse professional capabilities of the Directors.</div> <div>✧ The 13th Board of Directors have been elected in 2023, The objective of having a female director have been achieved and also achieving the policy of gender equality and diversity, and continuing to improve corporate governance. The Company plans to achieve one-third female representation in the Board at the 14th Board of Directors election scheduled in 2026.</div> <div>✧ The 13th Board of Directors have been elected in 2023, The objective of having a director with expertise in AI innovation or information security have been achieved to enhance the directors’ diverse professional abilities and to improve the functions of the Board of Directors.</div>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
(II) Has the Company voluntarily established other functional committees in addition to the remuneration committee and the audit committee?	✓		The Company established an ESG Committee on February 2, 2021, which is responsible for driving corporate sustainable development initiatives and enhancing corporate governance to achieve the goal of sustainable operation.	None
(III) Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?	✓		<p>✧ On August 12, 2022, the Board of Directors of the Company approved an amendment to the "Rules for Performance Evaluation of Board of Directors", which stipulates that the Board of Directors shall conduct an internal performance evaluation of the Board of Directors, its members, and functional committees at least once a year, and an external evaluation by an external independent institution or a team of external experts and scholars at least once every three years.</p> <p>✧ The Taiwan Corporate Governance Association was appointed in May 2022 to conduct an external evaluation of the Board of Directors' performance. The association issued an evaluation report on July 7, 2022, and the overall evaluation results were submitted to the Board of Directors on August 12, 2022, for approval and as the basis of review and improvement.</p> <p>✧ The evaluation method is based on internal evaluation, and the Post- Investment Management Department is responsible for implementation. Internal questionnaires are adopted. The evaluation is conducted based on five aspects: the operation of the Board of Directors, the participation of</p>	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
			<p>directors, the operation of the Audit Committee, the Remuneration Committee, and the ESG Committee. The evaluation of the Board of Directors' operation, the evaluation of board members' participation, the evaluation of the Audit Committee's operations, the evaluation of the Remuneration Committee's performance, and the evaluation of the ESG Committee's operations are conducted.</p> <p>✧ The items of the Board of Directors' performance evaluation of the Company are measured in the following six major aspects:</p> <ol style="list-style-type: none">1. Involvement in the Company's operations2. Improvement to the quality of decision-making by the board3. Composition and structure of the Board of Directors4. Directors' election and continuing education5. Internal control6. Focus on sustainable management (ESG) <p>✧ The board members' performance evaluation items includes:</p> <ol style="list-style-type: none">1. Understanding of the Company goals and tasks, focusing on sustainable management (ESG)2. Awareness of directors' responsibilities3. Involvement in the Company's operations4. Internal relationship management and communication5. Directors' professionalism and continuing education	

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	
			6. Internal control ✧ Audit Committee’s performance evaluation items includes: 1. Involvement in the Company’s operations 2. Awareness of functional committee members’ responsibilities 3. Improvement to the quality of decision-making by functional committees 4. Composition of functional committees and selection of members 5. Internal control ✧ Remuneration Committee’s performance evaluation items includes: 1. Involvement in the Company’s operations 2. Awareness of functional committee members’ responsibilities 3. Improvement to the quality of decision-making by functional committees 4. Composition of functional committees and selection of members 5. Internal control ✧ ESG Committee’s performance evaluation items includes: 1. Involvement in the Company’s operations 2. Awareness of functional committee members’ responsibilities 3. Improvement to the quality of decision-making by functional committees

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons						
	Yes	No							
	Summary Description								
		<div>4. Composition of functional committees and selection of members</div> <div>5. Internal control</div> <p>✧ The results of the Board of Directors' performance evaluation for 2024 were presented to the Board of Directors on February 26, 2025, together with the proposal on improvement measures, which were used as a reference for individual director's compensation and nomination for reappointment. The overall average score of the board performance self-evaluation was 4.69 points (out of 5 points), and the overall average score of individual board members' performance self-evaluation was 4.69 points (out of 5 points), indicating that the Board of Directors is functioning well. In addition, we completed the Audit Committee's, Remuneration Committee's, and the ESG Committee's performance self-evaluations, and the evaluation results all reached 4.65 points (out of 5 points), indicating that the Company's functional committees are functioning and operating well.</p> <p>✧ Based on the Board of Directors' performance evaluation for 2024, the following improvement measures are proposed:</p> <table><tr><th>Item</th><th>Performance Evaluation Items Needing Improvement</th><th>Projected Refinements</th></tr><tr><td></td><td></td><td></td></tr></table>	Item	Performance Evaluation Items Needing Improvement	Projected Refinements				
Item	Performance Evaluation Items Needing Improvement	Projected Refinements							

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons		
	Yes	No	Summary Description			
			1	Adequate Communication Between the Board and CPA	Starting in 2025, the Company will invite CPA to report to the Board of Directors before the board meeting semi-annually. These reports will cover key audit issues, audit or review outcomes, and other relevant regulatory matters related to the annual and semi-annual financial statements. This will ensure that the Board can fully fulfill its supervisory role and strengthen the stability of corporate financial management.	
			2	Establishing Adequate Functional Committees within the Board	In order to further enhance the corporate governance and implement the division of functions and powers of the Board of Directors, it is proposed to establish the Nomination Committee, and to	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
			<div>review the duties and operation effectiveness of each functional committee under the Board of Directors, and to continue to promote the philosophy and practices of corporate governance and enhance the transparency of the Board of Directors’ operations.</div>	
			<div><div>The Board of Directors does integrate risk assessment and control of management into the Company’s decision-making process</div><div>3</div><div>In order to effectively respond to the increasingly complex global market environment, it is intended to integrate “emerging risks” (geopolitics, digital transformation) and “sustainable risks” into the Company’s overall risk management process, and to incorporate risk management into the corporate decision-making process, to ensure that all business units and</div></div>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
			<div></div> <div>management will take risk assessments into account when strategic planning. In addition, through the employee performance evaluation mechanism, the Company will link the risk management closely to the Company's business objectives to improve the Company's long-term competitive advantages.</div>	
			<p>✧ Please refer to page 37 for the evaluation results of the Board of Directors' Performance.</p> <p>The Company's Audit Committee conducts an annual evaluation of the independence and suitability of its affiliated certified public accountants. This evaluation includes requesting the certified public accountants to provide a "Statement of Independence" and "Audit Quality Indicators (AQIs)". The evaluation is based on the criteria and 13 AQI indicators specified in Note 1. After confirming that the accountant has no other financial interests or business relationships with the Company, apart from the fees for auditing and tax matters, and ensuring that no family members of the accountant violate the independence requirements, we have verified that the</p>	None
(IV) Does the Company regularly evaluate its certified public accountants independence?	✓			

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons												
	Yes	No													
	Summary Description														
			accountant and the firm have auditing experience and training hours comparable to the industry average by referencing AQI indicators information. Furthermore, they consistently utilize digital auditing tools to enhance the quality of the audit. After the discussion and approval by the Audit Committee on February 26, 2025, and the subsequent resolution passed by the Board of Directors on the same date, an assessment was conducted to evaluate the independence and suitability of the certified public accountant.												
			Note 1: Evaluation Standards for CPA Independence												
			<table><tr><th>Evaluation Item</th><th>Evaluation Result</th><th>Whether compliance Independence</th></tr><tr><td>Does the certified public accountant have a direct or material indirect financial interest in the Company?</td><td>No</td><td>Yes</td></tr><tr><td>Has the certified public accountant received a loan or guarantee from the Company or Company’s directors?</td><td>No</td><td>Yes</td></tr><tr><td>Does the certified public accountant have a close business relationship and potential employer-employee relationship with the</td><td>No</td><td>Yes</td></tr></table>	Evaluation Item	Evaluation Result	Whether compliance Independence	Does the certified public accountant have a direct or material indirect financial interest in the Company?	No	Yes	Has the certified public accountant received a loan or guarantee from the Company or Company’s directors?	No	Yes	Does the certified public accountant have a close business relationship and potential employer-employee relationship with the	No	Yes
Evaluation Item	Evaluation Result	Whether compliance Independence													
Does the certified public accountant have a direct or material indirect financial interest in the Company?	No	Yes													
Has the certified public accountant received a loan or guarantee from the Company or Company’s directors?	No	Yes													
Does the certified public accountant have a close business relationship and potential employer-employee relationship with the	No	Yes													

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
			Company?	
			Is the certified public accountant or audit committee member currently holding or has in the past two years held, a position in the Company as director or managerial personnel, or a position that has a significant impact on the audit work?	No Yes
			Has the certified public accountant provided the Company with non-audit related services that may directly impact the audit work?	No Yes
			Has the certified public accountant acts as an agent of shares or other securities issued by the company?	No Yes
			Has the certified public accountant acts as a defender of the Company or represented the Company in mitigating a dispute with a third party?	No Yes
			Is the certified public accountant a relative of the Company's director,	No Yes

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
			managerial person or personnel whose position has a significant influence on the audit?	
IV. Does the TWSE/TPEx listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?	✓		✧ The Company was approved by the Board of Directors on August 13, 2024, appointed Ms. IC Hsu from the Corporate Auditor’s Office as the Corporate Governance Officer. Her primary responsibilities are to handle matters related to Board of Directors and shareholders’ meetings in accordance with the laws, to provide information required by the directors for the execution of their business, to collect information on the latest regulatory developments in relation to the operation of the Company, to assist the directors’ compliance, to assist the directors in their appointment and continuous training. ✧ Implementation status of the Corporate Governance Officer in 2024: 1.Reporting to the Board of Directors, directors, and the functional committees on the status of corporate governance practices and ensuring that shareholders and board meetings are called in compliance with the applicable regulations and corporate governance principles. 2.Held 5 board meetings, 5 Audit Committee meetings. The	

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	
	Summary Description		
			<p>above meetings give a minimum of 7-day notice to all directors to attend a meeting and provide sufficient materials for the directors to familiarize themselves with the motions.</p> <p>3.Inspecting the disclosure of material information passed by the board of directors after a board meeting or shareholders meeting in order to ensure the legality and accuracy of said material information and protect parity of investor information.</p> <p>4.Keeping board members informed of the latest changes and developments in laws and regulations relevant to the Company’s field and corporate governance.</p> <p>5.The detailed minutes of the General Shareholders’ Meeting held on May 29, 2024 indicated the items to the discussing of the items, and the continuous uninterrupted audio and video files of the entire General Shareholders’ Meeting have been published on the Company’s official website.</p> <p>6.Report to the Audit Committee on November 12, 2024 for the implementation of the Company’s risk management operations and integrity management to the Audit Committee, which will then be reported to the board of</p>

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
			directors to comply with the requirements of the competent authorities and ensure the implementation of Ethical Corporate Management Best Practice Principles. 7.To strengthen Risk Management awareness and cultivate risk identification capabilities, educational training for directors and senior managers in the Company was arranged in April 2024. The course theme was “Practical analysis of the new version of corporate governance and board performance evaluation in 2024” and “Information security governance roles and responsibilities in the board of directors”, and the attendance was over 71%. 8.Arrange for the independent directors to communicate privately with the internal audit manager to understand the Company's financial operations. 9.Arrange for the independent directors to communicate privately with Certified Public Accountants to understand the Company's financial operations and also arrange for the Certified Public Accountants to attend the Board meeting and the Audit Committee meeting. 10.The Corporate Governance Officer has reported to the Board of Directors that the Independent directors met the professional qualifications and independence	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
			<p>requirements as stipulated by relevant laws and regulations during their term of office, and that the report will be submitted to the competent authorities for inspection within 10 days after the assumption of duty in accordance with the law.</p> <p>11.Pursuant to the External Performance Evaluation of Board of Directors in 2022, after the re-election of the Board of Directors in 2023, to familiarize the new members of the thirteenth Board of Directors with the Company’s business and the duties of directors, a “Director’s Handbook” has been established, which contains a brief introduction of the Company’s business, the networking equipment industry trends, laws and regulations, Directors’ rights and obligations, special reports, and International Corporate Governance Information for Directors’ reference. The Internal Performance Evaluation of the Board of Directors has been completed in December 2024 as well, and the results are approved to the Board of Directors on February 26, 2025.</p> <p>12.Implemented the “Improvement of Corporate Governance Evaluation Plan”. With a total score of 106 in</p>	

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	
			<p>the 10th session, nearly 3 points higher than the 9th session, it ranked among the top 5% of listed companies in the first level for the first time, one level higher than the previous year. The Company was awarded the Taiwan Stock Exchange Corporate Governance Evaluation Award in June 2024.</p> <p>✧ The Corporate Governance Officer completed a total of 18 hours of continuing education in 2024. For complete information on continuing education, please refer to page 143 of the Annual Report.</p>
<p>V. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholder section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?</p>	✓		<p>✧ The Company has set up a section dedicated to stakeholders on the Company's website (https://company.dlink.com/zh-hant/esg/landing) for collecting and responding valuable feedback from important stakeholders through various channels, and we regularly report the communication situation and stakeholders' issues of concern to the Board of Directors.</p> <p>✧ The stakeholder engagement for 2024 was reported to the ESG Committee and the Board of Directors on November 13, 2024.</p>
<p>VI. Has the Company appointed a professional shareholder services agent to handle matters related</p>	✓		None

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	
to its shareholder meetings?			
VII. Information Disclosure (I) Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status?	✓		The Company has set up a company website (https://company.dlink.com , English and Chinese versions) to disclose financial, business and corporate governance information at any time, and an "Investor Relations" section for the reference of shareholders and related stakeholders.
(II) Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investor conference etc.)?	✓		None
(III) Does the Company publish and report its annual financial report	✓		None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?			<p>Committee and the Board of Directors on February 26, 2025, and were announced and reported on the Market Observation Post System on the same day.</p> <p>✧ The financial statements for the first, second and third quarters of 2024 were announced and reported on the Market Observation Post System after discussion and approval by the Audit Committee and the Board of Directors prior to the prescribed deadline.</p> <p>✧ The Company announced and reported its operations for each month of 2024 on the Market Observation Post System in accordance with the prescribed deadline.</p>	
VIII. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' continuing education, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing	✓		<p>Employee rights and employee wellness: As the Company has attached great importance to labor-management harmony and employee' rights and benefits since the establishment, the labor relations have been harmonious and positive. Labor-management meetings are arranged quarterly to discuss labor-management issues and reach consensus through communication. Since 2022, the Company has been regularly organizing the "Appointment with Supervisor" event. Through this activity, employees can interact with senior executives and directly express their ideas and opinions. For details of employee rights and implementation of employee wellness, please refer to the descriptions of "Labor Relations" and "Implementation of Sustainable Development" in the Annual Report.</p>	None

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	
	Summary Description		
liability insurance for directors and supervisors)?		<div>❖ Investor relations: The Company has set up a section dedicated to Investor on the website, which provides investors with real-time company information, such as company information, financial information, stock information, and investor events.</div> <div>❖ Supplier relationship: The Company has formulated the Supplier Management Regulations and the Supplier Management Procedures to manage the promotion and termination of partnership with suppliers. Our Quality Control and Procurement Departments conduct supplier evaluations.</div> <div>❖ Stakeholders’ rights: The company’s website features a dedicated stakeholder section, along with designated units and personnel responsible for establishing appropriate communication channels with stakeholders, with regular reporting to the Board of Directors.</div> <div>❖ Directors’ continuing education: The Company’s Directors received a total of 60 hours of continuing education in 2024.</div> <div>❖ Implementation of the risk management policy and the risk assessment standards:<div>1. The Company has revised the “Risk Management Policies and Procedures,” which was approved by the Board of Directors on May 10, 2023, and has since been implemented.</div><div>2. According to the risk management policy and procedures,</div></div>	

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	
	Summary Description		
		<p>the Board of Directors serves as the highest governance body for risk management, with the Audit Committee responsible for overseeing the implementation of the Group's risk management policies. The President is the convener of the Risk Management Taskforce and collaborates with senior executives of the operating units to plan, execute, and supervise risk management activities, ensuring that effective protective mechanisms are in place for daily operations.</p> <p>3. The Risk Management Taskforce formulates the risk appetite and establishes both qualitative and quantitative measurement standards, which are submitted to the Audit Committee for approval to determine the Company's risk tolerance limits. The management team analyzes and identifies the sources and types of risks based on the Company's strategic goals, considering the probability and potential impact, to calculate the Value at Risk (VaR).</p> <p>4. Regarding the key risks identified for 2024, the Company reported the implementation status of the 2024 Risk Management Action Plan to the Board of Directors on November 13, 2024. Risks are controlled using Key Risk Indicators (KRIs) to mitigate the potential impact of these risks. The Board of Directors and the Audit Committee also reported on the Company's key risks for 2025 during the meeting held on February 26, 2025.</p> <p>5. In line with the “Risk Management Policies and</p>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Description	
			<p>Procedures,” the Company holds quarterly risk management meetings. Meetings were held on January 22, June 28, September 23, and October 23, 2024, to review and supervise the quarterly risk management operations and ensure that all risks are effectively managed. The Board of Directors and the Audit Committee reported on the implementation of the 2024 annual risk management system on November 13, 2024.</p> <p>✧ Customer Policy Implementation: The Company conducts business activities based on the principle of ethical management, ensuring fairness and transparency. Before engaging in business transactions, the Company assesses the legality and ethical conduct of agents, customers, and other business counterparts to avoid transactions with parties involved in unethical behavior. Additionally, contracts signed with agents, customers, or other business counterparts include clauses requiring adherence to ethical management policies. If any counterpart engages in unethical conduct, the contract may be terminated or rescinded at any time.</p> <p>✧ Liability Insurance for Directors: The Company has purchased liability insurance for all directors with a coverage amount of USD 5 million, valid from December 31, 2024, to December 31, 2025. The insurance coverage amount, scope, and premium rate were reported to the Board of Directors on February 26, 2025.</p>	

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	
IX. Please describe improvements made based on the corporate governance evaluation results published by the Taiwan Stock Exchange in the most recent year, and propose prioritized enhancements for any issues and measures that have not yet been improved:			
(I) The Company expects to re-elect the 14th Board of Directors in 2026, aiming to increase female members to one-third of the board.			
(II) The Company will continue to cooperate with the promotion and improvement of the Corporate Governance Evaluation of the competent authority.			

X. The directors of the Company have participated in the relevant continuing education courses of various professional institutions in a timely manner. The continuing education of directors in 2023 is as follows: (Corporate Auditor's Office - IC)

Title	Name	Date of Course	Name of Course	Conducting Entity	Course Duration
Chairman	Victor Kuo	2024.04.10	2024 New Corporate Governance and Board of Directors Performance Evaluation Practice Interpretation	Taiwan Investor Relations Institute	3
		2024.04.10	Roles and Responsibilities of the Board of Directors in Cyber Security Governance	Taiwan Investor Relations Institute	3
Director	Joseph Wang	2024.05.29	Legal Issues Concerning Insider Shareholding Management and Trading	Taiwan Corporate Governance Association	3
		2024.08.07	Discussion of Ethical Management and Anti-corruption from the Perspective of Sustainable Governance	Securities & Futures Institute	3
Director	Amy Wu	2024.04.10	2024 New Corporate Governance and Board of Directors Performance Evaluation Practice Interpretation	Taiwan Investor Relations Institute	3
		2024.04.10	Roles and Responsibilities of the Board of Directors in Cyber Security Governance	Taiwan Investor Relations Institute	3
Director	Fred Fong	2024.04.10	2024 New Corporate Governance and Board of Directors Performance Evaluation Practice Interpretation	Taiwan Investor Relations Institute	3
		2024.06.26	Board Performance Evaluation Practice Seminar (2024)	Taiwan Corporate Governance Association	3
Director	Brian Kao	2024.04.10	2024 New Corporate Governance and Board of Directors Performance Evaluation Practice Interpretation	Taiwan Investor Relations Institute	3
		2024.10.21	Corporate Innovation, Growth and Angel Investment	Chinese National Association of Industry and Commerce	3
Director	Victor Wu	2024.04.10	2024 New Corporate Governance and Board of Directors Performance Evaluation Practice Interpretation	Taiwan Investor Relations Institute	3
		2024.10.17	Corporate Governance and Securities Laws and Regulations - Key Legal Obligations and Risk Liabilities for Directors, Supervisors, and Insiders	Corporate Operating and Sustainable Development Association	3
Independent Director	Richard Chen	2024.04.10	2024 New Corporate Governance and Board of Directors Performance Evaluation Practice Interpretation	Taiwan Investor Relations Institute	3
		2024.04.10	Roles and Responsibilities of the Board of Directors in Cyber Security Governance	Taiwan Investor Relations Institute	3
Independent Director	Richard Lee	2024.04.10	2024 New Corporate Governance and Board of Directors Performance Evaluation Practice Interpretation	Taiwan Investor Relations Institute	3
		2024.04.10	Roles and Responsibilities of the Board of Directors in Cyber Security Governance	Taiwan Investor Relations Institute	3
Independent Director	Chun-Hsiung Chu	2024.04.10	Roles and Responsibilities of the Board of Directors in Cyber Security Governance	Taiwan Investor Relations Institute	3

	2024.07.18	Opportunities and Challenges for Taiwan's Industry Transformation amid Geopolitical Tensions – Exclusive PMI/NMI Insights	Securities & Futures Institute	3
	2024.08.20	How Corporates Should Respond to the “Carbon Emission Charges” Era	Taiwan Corporate Governance Association	3
	2024.09.03	The Full Launch of Corporate Innovation and Growth	Taiwan Corporate Governance Association	3

XI. Succession Planning for Board of Directors and Key Management:

(I) The succession plan and operation of the Board of Directors

1. The composition of the Board of Directors of the Company is determined by the Company's business development and the shareholding of major shareholders, and the Company's business needs. The Company has stipulated in the “Articles of Incorporation” and “Regulations Governing the Election of Directors” that the election of directors shall be based on the candidate nomination system in full compliance with Article 192-1 of the Company Act. In addition, the “Corporate Governance Best Practice Principles” specifies that the composition of the Board of Directors shall be determined by taking diversity into account, and the Company shall establish a policy on diversity based on the Company's business operations, business model and development needs.
2. The Company has established a database of potential director candidates based on the following criteria to facilitate the succession planning of directors:
 - (1) Entrepreneurial, accountable, integrity-driven, trustworthy, and valuing teamwork, conforming to the Company's core values, and in line with the Company's mid- and long-term business development strategy.
 - (2) Familiar with the industry of the Company and has relevant experience in the industry.
 - (3) Her or his joining will continuously provide the company with an effective, collaborative, diverse and company-friendly board of directors. The 13th Board of Directors was elected in 2023, achieving the specific management goal of having at least one female director.
 - (4) Has professional knowledge and skills required for the operation of the Company, including corporate strategy, accounting and taxation, finance, law, management, and insights into international markets.
3. The Company continues to promote the inclusion of management professionals in the Board of Directors or the Boards of Directors of subsidiaries, enabling them to become familiar with the operations of the Board and the Group's overseas businesses. This initiative enhances their industry experience and decision-making skills, thereby forming a succession team for the Board.
4. The Company has clearly defined the “Rules for Performance Evaluation of Board of Directors,” which include evaluation criteria such as the alignment with the Company's goals and objectives, attention to sustainability (ESG), understanding of responsibilities, involvement in operations, management of internal relationships and communication, professional competence and continuous learning, internal control, and the provision of constructive feedback. These criteria ensure the effectiveness of the Board's operations and serve as a basis for assessing Board performance, which will be used as a reference for future director selection.

(II) The Succession Plan and Operation of Key Management Personnel

1. The Company has established the “Succession Planning for Senior Manager” to implement a talent selection mechanism that identifies potential successors for key management roles. Through a structured training system, the Company builds a strong succession pipeline, ensuring sound corporate governance and enhanced business performance. The Company regularly promotes internal outstanding talent and prioritizes internal promotion for the

management positions. For the succession planning of key management, in addition to identifying and selecting potential successors, performance appraisals are conducted regularly, supported by personal development plans and mentorship guidance to effectively enhance their succession capabilities and shorten the time to succession.

2. The Company has established a comprehensive deputy system, arranging the deputies of key management to perform tasks and gain experience to strengthen the high-level decision-making and management capabilities.
3. The Company also arranges for the management team to attend Board meetings and participate in key operational and management meetings regularly. Additionally, the Company organizes in-service training courses for Board members and invites the management team to participate. Furthermore, management members are appointed to serve on the Boards of subsidiaries to enhance their abilities in areas such as corporate governance, sustainable operations, Board practices, and corporate management. This exposure helps them participate in shaping the Group's strategic vision and planning, preparing them for future key management roles.
4. In 2024, the Company launched the "High Potential Talent Development Program" targeting junior and mid-level managers, as well as potential successors. The aim is to enhance leadership capabilities, strengthen team execution, and establish a solid foundation for the Company's long-term development. The training program includes various comprehensive and systematic activities, such as senior management consensus workshops, talent review processes, high-potential talent group development courses, one-on-one feedback sessions, and year-end presentations. These initiatives are designed to fully develop the leadership, decision-making, and innovative abilities of the identified talents, thereby supporting the Company's long-term goal of sustainable operations.

(IV) Operation of the Remuneration Committee

1. Information on Remuneration Committee Members

Title	Name	Qualification	Professional Qualifications, Experience and Ability	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Chairman and Convener (Independent Director)	Richard Lee		Mr. Richard Lee, a graduate of the Institute of China and Asia-Pacific Studies at National Sun Yat-sen University, brings extensive legal experience as a former District Court Division-Chief Judge and Presiding Judge. He also served as a Congressional Assistant in the Legislative Yuan, authoring interpellation papers for legislators and assisting in managing public petitions. This experience showcases his strong cross-disciplinary conceptual and analytical thinking, adept information consolidation abilities, and crisis management skills. In addition, as a Partner in a law firm, he oversees operational guidelines and business execution, meeting the professional qualifications that qualify him as an Independent Director. He is currently serving as the Convener of the Company's Remuneration Committee and a member of the Audit Committee and the ESG Committee.	Mr. Richard Lee was elected as an independent director by the shareholders' meeting. The Company has obtained a written statement from him to confirm that he meets the active and passive requirements of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange." Therefore, it is recognized that Mr. Richard Lee, an independent director, can exercise his powers independently, and uphold his professional qualifications and experience to make decisions that meet the requirements of the Remuneration Committee.	1
Committee Member (Independent)	Richard Chen		Mr. Richard Chen graduated from the Department of Accounting, Chinese Culture University. In addition to passing the Senior	Mr. Richard Chen was elected as an independent director by the shareholders' meeting. The	3

Qualification		Professional Qualifications, Experience and Ability	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Title	Name			
Director)		Professional and Technical Examination for Certified Public Accountants, he obtained the securities analyst and the land administration agent licenses, with accounting professional and financial analysis capabilities. Therefore, he has met the professional qualifications for an independent director. He is also the convener of the Company's Audit Committee and a member of the Remuneration Committee and the ESG Committee.	Company has obtained a written statement from him to confirm that he meets the active and passive requirements of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange." Therefore, it is recognized that Mr. Richard Chen, an independent director, is capable of exercising independent judgment and leveraging his professional qualifications and experience to make informed decisions that meet the requirements of the Remuneration Committee.	
Committee Member (Independent Director)	Chun-Hsiung Chu	Mr. Chun-Hsiung Chu graduated from the master's program, School of Law, National Chung Hsing University. He has practiced as an attorney for more than 30 years with profound legal expertise. He has participated in the evaluation and operation of large-scale projects of customers in terms of integrated finance, law, technology, management, and risk, such as the information and communication software and hardware construction project of the Terminal Three of Taoyuan International Airport and the military procurement project of the Ministry of National Defense, with cross-disciplinary conceptual and analytical thinking, information consolidation and crisis management skills. Therefore, he has met the professional qualifications for an independent director. He has long served as a member of the Neighborhood Committee of the Ministry of National Defense and is responsible for assisting each township in using the funds donated by the Ministry of National Defense for the sustainable work of general construction and regional revitalization in each township. He can provide professional advice on the sustainable development of the Company from different perspectives. Therefore, he is also the convener of the Company's ESG Committee and a member of the Audit Committee and the Remuneration Committee.	Mr. Chun-Hsiung Chu was elected as an independent director by the shareholders' meeting. The Company has obtained a written statement from him to confirm that he meets the active and passive requirements of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange." Therefore, it is recognized that Mr. Chun-Hsiung Chu, an independent director, is capable of exercising independent judgment and leveraging his professional qualifications and experience to make informed decisions that meet the requirements of the Remuneration Committee.	3

2. Responsibilities of Remuneration Committee

The Remuneration Committee is established in accordance with the Company's "Remuneration Committee Charter" and is responsible for the following:

- (1) Formulate and regularly review the performance appraisal of directors and managers, and the policies, systems, standards and structures of their remuneration.

- (2) Regularly assess and determine the remuneration to directors and managers.
- (3) Review and make recommendations to the Board of Directors regarding employee long-term reward and retention remuneration.

3. Operation of the Remuneration Committee

- (1) The Company's 5th Remuneration Committee consists of 3 members.
- (2) The term of office for the 5th committee: from June 20, 2023 to May 30, 2026. The Remuneration Committee held 5 meetings in total, including 4 meetings in 2024 and 1 meeting as of the publication date of the annual report in 2025, with the following dates: February 27, 2024, April 10, 2024, May 14, 2024, August 13, 2024, and February 26, 2025. The attendance of committee members at these meetings is as follows:

Title	Name	Number of Meetings should Attend (A)	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Remarks
Chairman and Convener (Independent Director)	Richard Lee	5	5	0	100%	
Committee Member (Independent Director)	Richard Chen	5	5	0	100%	
Committee Member (Independent Director)	Chun-Hsiung Chu	5	5	0	100%	

Other Mentionable Items:

- I. If the board of directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the company's response to the remuneration committee's opinion (e.g., the remuneration passed by the board of directors exceeds the recommendation of the remuneration committee, the circumstances and cause for the difference shall be specified): None.
- II. Resolutions of the remuneration committee objected to by members, or with expressed reservations and recorded or declared in writing, should specify the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion: None.

4. Matters Discussed and Resolutions Passed by the Remuneration Committee in the Most Recent Year, and the Company's Response to the Opinions of the Members

Meeting Date (Term and Session)	Proposal	Resolution Status	The Company's Response to Members' Opinions
2024.02.27 (5-3)	<ol style="list-style-type: none"> 1. Proposal for evaluation of managerial officers' 2023 performance results 2. Proposal for managerial 2024 annual performance target 3. Proposal for 2023 remuneration distributions to employees and directors 4. Details of allocation of 2023 directors' remuneration 	The proposal was approved by all attending members and submitted to the Board of Directors for resolution	None
2024.04.10 (5-4)	Details of allocation of 2023 managerial officers' remuneration	The proposal was approved by all attending members and submitted to the Board of Directors for resolution	None
2024.05.14 (5-5)	<ol style="list-style-type: none"> 1. Proposal for annual managerial promotion 2. Proposal for 2024 managerial officers' remuneration adjustment 	The proposal was approved by all attending members and submitted to the Board of Directors for resolution	None
2024.08.13 (5-6)	The evaluation of the performance appraisal results of managerial officers for 2024 Mid-Year	The proposal was approved by all attending members and submitted to the Board of Directors for resolution	None
2025.02.26 (5-7)	<ol style="list-style-type: none"> 1. Proposal for 2024 remuneration distributions to employees and directors 2. Details of allocation of 2024 directors' remuneration 3. Proposal for evaluation of managerial officers' 2024 performance results 4. Proposal for managerial 2025 annual performance target 5. The definition of the Company's "grassroots employees" 	The proposal was approved by all attending members and submitted to the Board of Directors for resolution	None

(V) Implementation Status of ESG Committee

1. Information on ESG Committee members

Qualification		Professional Qualifications, Experience and Ability Name of professional and capacity items to be modified	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an ESG Committee Member
Identity	Name			
Chairman and Convener (Independent Director)	Chun-Hsiung Chu	<p>Mr. Chun-Hsiung Chu has long served as a member of the Neighborhood Committee of the Ministry of National Defense and is responsible for assisting each township in using the funds donated by the Ministry of National Defense for the sustainable work of general construction and regional revitalization in each township. He can provide professional advice on the sustainable development of the Company from different perspectives.</p> <p>The sustainable courses participated by the independent directors during their terms of office:</p> <ul style="list-style-type: none">• New concept of corporate risk management by integrating strategic development and ESG• How to expand influence, maintain sustainable SDGs, and enhance corporate value• How Corporates Should Respond to the “Carbon Emission Charges” Era• The Full Launch of Corporate Innovation and Growth	<p>Mr. Chun-Hsiung Chu was elected as an Independent Director by the shareholders' meeting. As per the “Securities and Exchange Act”, the Company has obtained a written statement from him and confirmed that he is not under any circumstances under Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”. In addition, he is not concurrently serving as an independent director of other companies with similar business or financial transactions. Therefore, he can exercise his powers independently and make business decisions by exercising his own judgment objectively.</p>	1
Committee Member (Independent Director)	Richard Chen	<p>The sustainable courses participated by the independent directors during their terms of office:</p> <ul style="list-style-type: none">• New concept of corporate risk management by integrating strategic development and ESG	<p>Mr. Richard Chen was elected as an Independent Director by the shareholders' meeting. As per the “Securities and Exchange Act”, the Company has obtained a written statement from him and confirmed that he is not under any circumstances under Article</p>	0

			3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”. In addition, he is not concurrently serving as an independent director of other companies with similar business or financial transactions. Therefore, he can exercise his powers independently and make business decisions by exercising his own judgment objectively.	
Committee Member (Independent Director)	Richard Lee	<p>The sustainable courses participated by the independent directors during their terms of office:</p> <ul style="list-style-type: none"> • ESG Trend and Corporate Governance in a New Dimension • Corporate Governance - Sustainability - Carbon Management - Low Carbon Transformation Roadmap - Carbon Rights and Carbon Pricing • Business Opportunities and Challenges Under the Net-zero Trend 	Mr. Richard Lee was elected as an Independent Director by the shareholders' meeting. As per the “Securities and Exchange Act”, the Company has obtained a written statement from him and confirmed that he is not under any circumstances under Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”. In addition, he is not concurrently serving as an independent director of other companies with similar business or financial transactions. Therefore, he can exercise his powers independently and make business decisions by exercising his own judgment objectively.	0
Committee Member (Chairman)	Victor Kuo	<p>The sustainable courses participated by the directors during their terms of office:</p> <ul style="list-style-type: none"> • New concept of corporate risk management by integrating strategic development and ESG <p>ESG management practices and experience:</p> <ul style="list-style-type: none"> • Through the ESG meetings 	Non-independent Director	0

		<p>held every month, the Company's ESG strategic goals are supervised, and the implementation and process management are managed.</p> <ul style="list-style-type: none"> • Successfully led the Company to be recognized for the "Top 100 Sustainable Model Enterprise" and Sustainability Report Award from the Taiwan Corporate Sustainability Awards (TCSA) for two consecutive years, and has also been ranked among the top 3% of all companies in the industry in the S&P CSA evaluation. The Company was also included in the S&P Global Sustainability Yearbook 2025. • Guided the ESG Office in executing 66 social engagement projects and activities, benefiting a total of 26,919 individuals. The initiatives targeted various groups, including social welfare organizations, underprivileged children in rural areas, social enterprises, sports teams, persons with disabilities, and other disadvantaged communities. 		
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2. Responsibilities of ESG Committee

The Committee assists the Board of Directors in continuing to promote corporate social responsibility and improve corporate governance, in order to implement the goal of sustainable operation. The Committee's duties shall include the following matters:

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

3. Implementation Status of ESG Committee

- (1) The Company's first ESG Committee consists of 3 members, while the second ESG Committee consists of 4 members.
- (2) Term of the 1st ESG Committee: from February 2, 2021, to May 31, 2023. Term of the 2nd ESG Committee: from June 20, 2023, to May 30, 2026. The ESG Committee

convened 3 meetings in 2024 and 1 meeting in 2025 as of the annual report publication date, held respectively on February 27, May 14, and November 13, 2024, and February 26, 2025, totaling 4 meetings. The attendance of committee members is as follows:

Title	Name	Number of Meetings that should be attended (C)	Attendance in Person that should be attended (D)	Attendance by Proxy that should be attended	Attendance Rate (D/C)	Remarks
Chairman and Convener (Independent Director)	Chun-Hsiung Chu	4	4	0	100%	
Committee Member (Independent Director)	Richard Chen	4	4	0	100%	
Committee Member (Independent Director)	Richard Lee	4	4	0	100%	
Committee Member (Chairman)	Victor Kuo	4	3	0	75%	Inaugurated on June 20, 2023

4. Important Reports and Resolutions of the ESG Committee

Meeting Date (Term and Session)	Important Reports and Resolutions	Resolution Status
2024.02.27 (2-2)	<p>[Report]</p> <ol style="list-style-type: none"> Report on the greenhouse gas inventory and verification disclosure plan in the fourth quarter of 2023. Establish “The procedure for the compilation and verification of sustainability reports”. Establish “D-Link Corporation Sustainable Procurement Policy”. <p>[Discussion]</p> <ol style="list-style-type: none"> Amend D-Link’s “Sustainable Development Best Practice Principles”. 	<p>The proposals were approved as submitted, except for Proposal 3, which contained a wording error that was corrected. No further comments were made on the remaining proposals. Proposal 1 and Discussion Proposal 1 were subsequently submitted for reporting and discussion at the Board of Directors meeting.</p>

2024.05.14 (2-3)	<p>[Report]</p> <ol style="list-style-type: none"> 1. Report on the greenhouse gas inventory and verification disclosure plan in the first quarter of 2024. 2. Report on the Company's climate-related financial disclosures (TCFD) identification results of 2023. 3. Report on the Company's ESG risk assessment and management policy of 2024. <p>[Discussion]</p> <ol style="list-style-type: none"> 1. 2023 Sustainability Report Content. 	<p>The proposal was acknowledged and approved. Proposals 1 and 2, as well as Discussion Proposal 1, were subsequently presented and discussed at the Board of Directors meeting.</p>
2024.11.13 (2-4)	<p>[Report]</p> <ol style="list-style-type: none"> 1. Report on the progress of sustainable development initiatives in 2024. 2. Report on the stakeholder communication results for 2024. 3. Report on the greenhouse gas inventory and verification disclosure plan in the third quarter of 2024. <p>[Discussion]</p> <ol style="list-style-type: none"> 1. Review of ESG strategic goals and results for 2024. 	<p>The proposal was acknowledged and approved. All report proposals and discussion proposals were subsequently presented and discussed at the Board of Directors meeting.</p>
2025.02.26 (2-5)	<p>[Report]</p> <ol style="list-style-type: none"> 1. Report on the progress of sustainable development initiatives in 2024. 2. Report on the stakeholder communication results for 2024. 3. Report on the greenhouse gas inventory and verification disclosure plan in the fourth quarter of 2024. <p>[Discussion]</p> <ol style="list-style-type: none"> 3. Review of ESG strategic goals and results for 2024. 	<p>The proposal was acknowledged and approved. All report proposals and discussion proposals were subsequently presented and discussed at the Board of Directors meeting.</p>

(VI) Promotion of Sustainable Development – Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
I. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	✓		<p>✧ The Board of Directors on February 2, 2021 approved the establishment of the ESG Committee, which is responsible for assisting the Board of Directors in promoting the organizational sustainable development, for the purpose of sustainable operation. The Committee's duties include the formulation of the annual plan for sustainable development, strategic direction, project and activity plan, and the implementation results' tracking and review, and reports to the Board of Directors at least once a year.</p> <p>✧ The Company's ESG Office is established under the jurisdiction of the ESG Committee. The ESG Task Force is a functional unit of the Company, and holds regular meetings every month. The ESG strategic goals are formulated and dynamically reviewed and optimized to ensure continuous alignment with corporate sustainability objectives. The core operation capacity of the Company is jointly reviewed and discussed with the heads of each center and the responsible staff. The promotion and implementation of the work related to corporate sustainability are ensured. The ESG Office and the ESG Task Force jointly formulate the ESG strategy goals approved by the Board of Directors, which are the core of D-Link's promotion of relevant projects. In addition to regularly tracking the implementation status every quarter and reporting to the ESG Committee and the Board of Directors, it</p>

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
			<p>also regularly reviews and improves operations.</p> <ul style="list-style-type: none"> ✧ The Board of Directors regularly listens to the report on the pursuit of sustainable development, evaluates the feasibility of related strategies, reviews the progress of each target, and supervises, and if necessary, encourages the management team to adjust. ✧ The ESG Committee of the Company consists of four members: Chun-Hsiung Chu, Richard Chen, Richard Lee, and Chairman Victor Kuo. Please refer to page 76 of the annual report for the background, operation, and implementation of the committee. ✧ The Company held three ESG Committee meetings during the calendar year 2024, on February 27, May 14, and November 13. For details on the proposals and resolutions, please refer to page 79 of the annual report. ✧ In response to the identified material sustainability topics, the Company plans to review and amend the ESG strategic goals every two years. The latest full-scale revision was executed on November 14, 2023. On February 26, 2025, some items were adjusted. The latest ESG short-term (2024-2025), mid-term (2026-2028), and long-term (2029-2033) strategic goals are as follows, which were reported to the Board of Directors on November 13, 2024 and February 26, 2025, respectively, on the implementation progress and review of each item:

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
	Summary Description		
	(1) Environmental aspect:		
	Time limit	Strategic goal	
	Short-term	Continue to implement energy-saving projects	
		Pass ISO 46001 Water Efficiency Management Systems certification	
		Improve the CDP rating to level C	
	Mid-term	Gradually update the air conditioners	
		Complete carbon inventory and verification for consolidated subsidiaries	
		Assessment of the introduction of ISO 14067 Product Carbon Footprint Standard	
	Long-term	Promote active carbon reduction within the supply chain	
		Install solar photovoltaic equipment	
Achieve a green energy procurement target of 17.5% by 2030			
(2) Social aspect:			
Time limit	Strategic goal		

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
	Summary Description		
			Formulate the retention plan for key positions
			Optimize the competitiveness of remuneration
			Continue to promote the sustainable human rights risk assessment
	(3) Governance aspect:		
	Time limit	Strategic goal	
	Short-term	Maintain Taiwan's TIPS	
		Building a sustainable supply chain	
	Mid-term	Continue to improve the momentum of corporate governance	
		Implement transparent remuneration to senior managers	
	Long-term	Evaluate the introduction of external verification for ethical management/anti-bribery related management systems	
		Incorporate ESG performance as a criterion for supplier selection	
		Assessment of the introduction of ISO 20400 Sustainability Procurement Guidance	

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons																		
	Yes	No																			
		<table><tr><th colspan="2">Summary Description</th></tr><tr><td colspan="2">(4) Sustainable products:</td></tr><tr><td>Time limit</td><td>Strategic goal</td></tr><tr><td>Short-term</td><td>Promote and optimize the development and design planning of sustainable products</td></tr><tr><td></td><td>Formulate the D-Link sustainable product features</td></tr><tr><td>Mid-term</td><td>Product design focuses on sustainability</td></tr><tr><td></td><td>Discussion of product recycling plan</td></tr><tr><td></td><td>Awarded with international awards for sustainable products</td></tr><tr><td>Long-term</td><td>Strengthen the D-Link sustainable product influence</td></tr></table>	Summary Description		(4) Sustainable products:		Time limit	Strategic goal	Short-term	Promote and optimize the development and design planning of sustainable products		Formulate the D-Link sustainable product features	Mid-term	Product design focuses on sustainability		Discussion of product recycling plan		Awarded with international awards for sustainable products	Long-term	Strengthen the D-Link sustainable product influence	
Summary Description																					
(4) Sustainable products:																					
Time limit	Strategic goal																				
Short-term	Promote and optimize the development and design planning of sustainable products																				
	Formulate the D-Link sustainable product features																				
Mid-term	Product design focuses on sustainability																				
	Discussion of product recycling plan																				
	Awarded with international awards for sustainable products																				
Long-term	Strengthen the D-Link sustainable product influence																				
II. Does the company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies?	✓	✧ The Company's ESG risk assessment boundary is mainly based on its main operating locations - Taiwan. The ESG Office and the ESG Task Force analyze the materiality principle of the sustainability report, and communicate with internal and external stakeholders based on the materiality principle to assess the importance of ESG topics. Formulate effective identification, measurement, evaluation, and risk management policies and adopt concrete action plans to reduce the impact of related risks, and regularly report to the	None																		

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons						
	Yes	No							
	Summary Description								
		<p>Corporate ESG Committee and the Board of Directors for decision-making and supervision.</p> <p>✧ The above contents are detailed in the Company's sustainable report, and the information and performance data are reviewed and approved by the ESG Committee and the Board of Directors. The 2024 sustainable report has been scheduled to be reported to the Board of Directors on May 13, 2025, and the announcement can only be made on the MOPS and the Company's website after the resolution of the Board of Directors.</p> <p>✧ The following table has been drawn up based on the material topics and risks assessed:</p> <p>(1) Governance:</p> <table><tr><th>Material Topics</th><th>Risk Assessment</th><th>Risk Management Policies and Strategies</th></tr><tr><td>Sustainable Development Strategy</td><td><ul style="list-style-type: none">• Impact on reputation• Impact on operational stability• Reduce competitiveness</td><td><p>1. The Company established a ESG Committee to assist the Board of Directors in continuously promoting corporate</p></td></tr></table>	Material Topics	Risk Assessment	Risk Management Policies and Strategies	Sustainable Development Strategy	<ul style="list-style-type: none">• Impact on reputation• Impact on operational stability• Reduce competitiveness	<p>1. The Company established a ESG Committee to assist the Board of Directors in continuously promoting corporate</p>	
Material Topics	Risk Assessment	Risk Management Policies and Strategies							
Sustainable Development Strategy	<ul style="list-style-type: none">• Impact on reputation• Impact on operational stability• Reduce competitiveness	<p>1. The Company established a ESG Committee to assist the Board of Directors in continuously promoting corporate</p>							

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
				<p>sustainable development and improving corporate governance to achieve the goal of sustainable operation.</p> <p>2. The ESG Office is established under the jurisdiction of the ESG Committee. The ESG Task Force is a functional unit within the Company, and holds regular meetings every month. ESG strategic goals are set and optimized on a</p>

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
				rolling basis. The core operational capabilities of the Company are jointly reviewed and discussed with the heads of each center and the responsible staff. This ensures the promotion and implementation of initiatives related to corporate sustainability.
			Ethical Management	<div>• Impact on reputation</div> <div>• Impact on operational stability</div> <div>• Impact on</div> <div>The Company has established internal regulations and systems, including the “Code of Conduct,” “Ethical Corporate</div>

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons	
	Yes	No		
	Summary Description			
			<div>revenue and profit<ul style="list-style-type: none">• Causing financial losses• Detrimental to the interests of investors</div>	<div>Management Best Practice Principles” and “Implementation Measures for the Whistleblowing System,” to maintain and promote a high standard of ethical management culture.</div>
		Supply Chain Management	<div><ul style="list-style-type: none">• Impact on operational stability• Impact on reputation• Impact on revenue and profit</div>	<div>1. The Company has established “D-Link Sustainable Procurement Policy” and “D-Link Supplier Code of Conduct” as the overriding principles of supplier ESG management.</div> <div>2. The “D-Link Supplier ESG Self-assessment Questionnaire” is</div>

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	
	Summary Description		
			used to regularly survey suppliers' ESG practices and their impact on society and the environment. 3. Conduct on-site audits of major suppliers, including ESG audit indicators that have been defined with reference to the audit standards of the RBA Code of Conduct.
	Product Quality	<ul style="list-style-type: none">• Impact on reputation• Reduce competitiveness• Impact on market share• Impact on revenue and	1. The Company has appointed a management representative to formulate quality policies, set management targets in accordance with

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			profit	quality policies, and regularly review them to effectively manage and continuously improve. 2. The President acts as the management representative of the ISO management system and reviews the quality policy direction during the annual management review meeting, making adjustments as necessary.
			Information Security	1. The Company has established the “information

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	Yes	No	
	Summary Description		
			<div><div></div><div><ul style="list-style-type: none">• Impact on market share• Causing financial losses• Detrimental to the interests of investors• Reduce competitiveness</div><div>Security Management Policy" and established the "Information Security Management Committee" to ensure the information and communication security in accordance with international standards.</div></div> <div>2. The "Information Security Management Committee" convenor to supervise the information security policy. Each information security unit shall appoint</div>

Item	Implementation Status		Summary Description		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No			
			Business Performance	<p>• Impact on revenue and profit</p> <p>• Reduce competitiveness</p> <p>information security representatives to participate in the information security meetings held twice a year.</p> <p>1. Continue to expand production capacity, build product and service features, and establish diversified product capabilities.</p> <p>2. Hold regular management review meetings to track business performance, ensure that the business is operating at full capacity, and</p>	

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
			<div> <div> <div>Summary Description</div> <div> <div></div> <div></div> <div> <p>supervise progress.</p> <p>3. Convene the Board of Directors every quarter to ensure the forward-looking and feasibility of the business strategy.</p> </div> </div> </div> </div>
			<div>(2) Social: <div> <div>ESG Material Topics</div> <div> <div>Selection and Retention of Talent</div> <div> <div>Risk Assessment</div> <div> <ul style="list-style-type: none"> • Impact on competitiveness • Impact on operational stability • Impact on revenue and profit </div> </div> </div> </div> </div> <div> <div>Management Policies and Strategies</div> <div> <p>Based on the Company's strategy, vision and value, the Company establishes a comprehensive learning and education and training system. Meanwhile, through various campus</p> </div> </div>

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons	
	Yes	No		
	Summary Description			
			cooperation programs, the Company attracts potential talent with competitive remuneration policies and welfare systems, so that outstanding talent can continue to grow with the Company.	
			<div>Human Rights and Inclusion</div> <ul style="list-style-type: none">• Impact on reputation• Impact on competitiveness	<div>1. The “Human Rights Policy and Management Plan” was established to support and implement the initiatives of the major international human rights conventions.</div> <div>2. The Company is committed to</div>

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons						
	Yes	No							
	Summary Description								
			<p>promoting the policies and plans of diversity, equity and inclusiveness (DEI) to protect the labor rights and interests of each employee.</p> <p>3. The Company organizes human rights training and education, and it is a mandatory course for new employees.</p>						
			<p>(3) Environmental:</p> <table><tr><th>ESG Material Topics</th><th>Risk Assessment</th><th>Management Policies and Strategies</th></tr><tr><td>Green Products</td><td><ul style="list-style-type: none">• Impact on reputation• Impact on market share• Impact on</td><td><p>1. Formulate a project plan: Implement the environmental protection</p></td></tr></table>	ESG Material Topics	Risk Assessment	Management Policies and Strategies	Green Products	<ul style="list-style-type: none">• Impact on reputation• Impact on market share• Impact on	<p>1. Formulate a project plan: Implement the environmental protection</p>
ESG Material Topics	Risk Assessment	Management Policies and Strategies							
Green Products	<ul style="list-style-type: none">• Impact on reputation• Impact on market share• Impact on	<p>1. Formulate a project plan: Implement the environmental protection</p>							

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			<div>revenue and profit</div> <div>concept from product, function, material, and packaging. 2. Increase the proportion of green products year by year, and reduce resource consumption and environmental impacts through continuous development of green design.</div>	
			<div>Climate Change Response Actions</div> <div><ul style="list-style-type: none">• Causing financial losses• Impact on competitiveness• Impact on reputation</div>	<div>1. Commit to net zero by 2050 and set a medium-term goal by 2030. At the same time, formulate corresponding strategies and track</div>

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			<div></div> <div></div> <div>performance indicators. 2. The Company will actively exert the influence of the D-Link brand in the industry value chain and expand the effectiveness of related actions.</div>	
III. Environmental Issues (I) Has the Company set an environmental management system designed to industry characteristics?	✓		<p>✧ The Company has passed the certification of ISO 14001 (valid from 10/29/2024 to 10/29/2027) and established the environmental policy in accordance with the requirements of the environmental management system. The Company promise to comply with applicable laws and regulations, continue to reduce the impact on the environment, promote green products, save energy, cherish resources, and prevent environmental pollution. We will adhere to the spirit of sustainable operation, enforce environmental quality, and actively educate our employees to implement environmental policies. Additionally, we will promptly and properly address internal and external feedback and responses related to environmental protection.</p> <p>✧ The Company has implemented the ISO 14064-1 Greenhouse Gas Emission Certification Mechanism, setting targets of a 10% carbon reduction by 2026 and a 30% reduction by 2030, based</p>	None

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
(II) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	✓		<p>on the 2021 baseline year.</p> <p>✧ The Company has established the D-Link Green Project to reduce product's carbon footprint. We are committed to introducing the most advanced product design concepts, technologies, and complying with relevant international energy regulations, such as ensuring that products adhere to the European Union's Ecodesign (ErP) directive to minimize energy consumption. For raw materials, D-Link use materials that comply with the European Union's RoHS, POPs, and REACH regulations. Additionally, the Company use more environmentally friendly post-consumer recycled (PCR) plastic materials to reduce environmental impact. Currently, PCR plastic materials have been gradually introduced into the Aquila Pro AI series products.</p> <p>✧ In accordance with the requirements of the ISO 14001 environmental management system, the Company sets annual energy-saving goals. Since the primary energy consumption at the D-Link Taipei operations headquarters is based on purchased electricity, reducing the building's energy use has become the Company's main focus. Based on 2021 as the baseline year, we aim for a 10% carbon emissions reduction by 2026 and 30% carbon emissions reduction by 2030. The following energy-saving measures have been implemented over the past five years:</p> <p>1. In 2020, replaced the LED panel lights in the public areas and bathrooms from the 1st to 6th floors.</p>

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
			<p>2. In 2021, replaced all lighting with energy-saving LED panel lights in the 5th and 6th-floor offices, meeting rooms, and supervisor offices of the D-Link Taipei operations headquarters.</p> <p>3. In 2022, replaced all lighting with energy-saving LED panel lights in the 4th-floor office, meeting room, and supervisor offices of the D-Link Taipei operations headquarters.</p> <p>4. In 2023, replaced all lighting with energy-saving LED panel lights in the 3th-floor office, meeting room, and supervisor offices of the D-Link Taipei operations headquarters.</p> <p>5. In 2024, replaced all lighting with energy-saving LED panel lights in the 3rd-floor office, meeting room, and supervisor offices of the D-Link Taipei operations headquarters.</p> <p>6. It is expected to continue to replace other floors of the building with energy-saving LED lamps in 2025.</p> <p>✧ In addition to the above-mentioned facility upgrades, the Company regularly promote energy conservation awareness among employees. Energy-saving labels are placed on meeting room switches to encourage colleagues to develop the habit of turning off lights and air conditioning when not in use. To conserve water, all bathroom faucets in the building are equipped with water-saving switches to ensure efficient use of water resources.</p>
(III) Has the Company evaluated the potential risks and opportunities posed by climate	✓		<p>✧ The Company adopted the TCFD (Task Force on Climate-related Financial Disclosures) framework in 2022. In accordance with its four core elements and relevant indicator</p> <p>None</p>

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
change for its business now and in the future and adopted relevant measures to address them?			<p>requirements, the Company annually and regularly evaluates climate-related risks and opportunities and their financial impacts. Based on this evaluation, the Company formulates response strategies and measures, sets target indicators, and establishes an appropriate governance structure and risk management system to ensure proper supervision and management responsibilities.</p> <p>✧ These details are regularly disclosed in the annual sustainability report and on the Company's website. For more information, please refer to the Company's website and the sustainability report.</p>
(IV) Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	✓		<p>✧ The Company has formulated a concrete energy-saving plan in the future. In 2025, the D-Link Taipei operations headquarters will also continue to replace energy-saving LED lights, and take 2021 as the baseline year. In the next five years, the Company will aim to reduce greenhouse gas emissions by 10.0%, 30% carbon emissions reduction by 2030, reduce water consumption by 2.5%, and reduce waste emissions by 2.5%.</p> <p>✧ Please refer to the table below for the Company's greenhouse gas emissions, water consumption and total weight of waste.</p> <p>Greenhouse gas emission (unit: ton CO2e) - Comply with regulations or international standards: ISO 14064-1</p>

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	Summary Description																																		
		<table><tr><th>Item</th><th>2023</th><th>2024</th></tr><tr><td>Scope 1</td><td>119.90</td><td>126.17</td></tr><tr><td>Scope 2</td><td>1,148.88</td><td>1064.16</td></tr><tr><td>Scope 3</td><td>419,593.44</td><td>257038.40</td></tr></table> <p>*0.509kg CO2e/kWh</p> <p>**The above data on greenhouse gas emission is preliminary and verified for the D-Link Taipei operations headquarters, and is expected to be completed in the middle of May. Please refer to the D-Link 2023 Sustainability Report for the complete data on the 2023 ISO 14064-1:2018 Scope 1 and Scope 2 Greenhouse Gas Inventory and third-party verification.</p>	Item	2023	2024	Scope 1	119.90	126.17	Scope 2	1,148.88	1064.16	Scope 3	419,593.44	257038.40																					
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		<p>Wastewater discharge (unit: m³) -</p> <table><tr><th>Item</th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Total water withdrawal (in million liters)</td><td>10.99</td><td>11.34</td><td>10.97</td></tr><tr><td>Total drainage (in million liters)</td><td>9.89</td><td>10.21</td><td>9.87</td></tr><tr><td>Total water consumption (in million liters)</td><td>1.10</td><td>1.13</td><td>1.10</td></tr><tr><td>Annual increase/decrease in total water withdrawal</td><td>-4.93%</td><td>3.18%</td><td>-3.26%</td></tr><tr><td>Average number of employees in Taiwan</td><td>487</td><td>503</td><td>458</td></tr><tr><td>Average water withdrawal (in million liters)</td><td>2.26</td><td>2.25</td><td>2.40</td></tr><tr><td>Annual increase/decrease in average water withdrawal</td><td>18.95%</td><td>-0.44%</td><td>6.67%</td></tr></table>	Item	2022	2023	2024	Total water withdrawal (in million liters)	10.99	11.34	10.97	Total drainage (in million liters)	9.89	10.21	9.87	Total water consumption (in million liters)	1.10	1.13	1.10	Annual increase/decrease in total water withdrawal	-4.93%	3.18%	-3.26%	Average number of employees in Taiwan	487	503	458	Average water withdrawal (in million liters)	2.26	2.25	2.40	Annual increase/decrease in average water withdrawal	18.95%	-0.44%	6.67%	
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	Yes	No																																										
			<p>Comply with regulations or international standards: Water Pollution Control Act</p> <p>Calculation area: D-Link Taipei operations headquarters</p> <p>Waste discharge (unit: tons) -</p> <table><tr><th rowspan="2">Item</th><th colspan="2">2022</th><th colspan="2">2023</th><th colspan="2">2024</th></tr><tr><th>Weight</th><th>%</th><th>Weight</th><th>%</th><th>Weight</th><th>%</th></tr><tr><td>Recycling and Reuse</td><td>6.28</td><td>32.61%</td><td>4.73</td><td>26.68%</td><td>6.21</td><td>31.22%</td></tr><tr><td>Incineration</td><td>12.98</td><td>67.39%</td><td>13.00</td><td>73.32%</td><td>13.68</td><td>68.78%</td></tr><tr><td>Total waste disposal</td><td>19.26</td><td>100%</td><td>17.73</td><td>100%</td><td>19.89</td><td>100%</td></tr><tr><td>YoY increase / decrease</td><td>-10.87%</td><td>-</td><td>-7.94%</td><td>-</td><td>12.18%</td><td>-</td></tr></table> <p>Comply with regulations or international standards: Waste Disposal Act</p> <p>Calculation area: D-Link Taipei operations headquarters</p> <p>◇ Management Policies:</p> <ol style="list-style-type: none">1. The Company is committed to disclosing corporate carbon emissions, in order to accurately grasp the status of corporate carbon emissions, and cooperate with business partners to expand the scope of reduction activities.2. The Company provides more diversified low-carbon options to customers and consumers, increases the information transparency of product carbon footprint, and reduces the carbon footprint.3. To implement carbon reduction, the Company based on 2021 as the baseline year, set the target of reducing carbon	Item	2022		2023		2024		Weight	%	Weight	%	Weight	%	Recycling and Reuse	6.28	32.61%	4.73	26.68%	6.21	31.22%	Incineration	12.98	67.39%	13.00	73.32%	13.68	68.78%	Total waste disposal	19.26	100%	17.73	100%	19.89	100%	YoY increase / decrease	-10.87%	-	-7.94%	-	12.18%	-
Item	2022		2023		2024																																							
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	Yes	No	
			<p>emissions by 10% by 2026 and 30% carbon emissions reduction by 2030. To make the information about carbon emissions more transparent, the Company commissioned the AFRON to conduct the ISO 14064 Greenhouse Gas Inventory in the past two years. The Company also completed the inventory and certification on May 16, 2023 and May 2, 2024, respectively. In the future, the Company will continue to conduct the ISO 14064 Greenhouse Gas Inventory certification.</p> <p>4. In 2024, the Company completely replaced the office space on the second floor of the Taipei operation headquarters building with energy-saving LED panel lights. A total of 218 lights were replaced, and it is expected that the power consumption will be reduced by 19,494 kWh per year, accounting for 0.70% of the total power consumption.</p> <p>5. The Company has also established a concrete water-saving and waste reduction plan. In 2023, the air-conditioning main unit water outlet temperature was adjusted to reduce the water circulation of air conditioning. The water consumption in 2023 has decreased by 1.9% compared to the record year of 2021. The use of photocopies in the building in 2024 was reduced from 18,600 sheets to 15,888 sheets, with a 12% decrease in paper consumption. The waste volume in 2024 was 7.96% less than the record year of 2021.</p> <p>6. The Company actively supports the government's</p>

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
			<p>renewable energy policy, from the voluntary green electricity tariff system plan launched by the Ministry of Economic Affairs to the renewable energy certificate trading system. In 2023, the Company began to actively purchase green electricity, and in 2023, 6,000 kWh of green electricity was actually transferred to the Company, and 6 renewable energy certificates were obtained. In 2024, 80,500 kWh of green electricity was actually transferred to the Company, and 80 renewable energy certificates were obtained. In 2025, 128,000 kWh of green electricity is expected to be purchased, and 128 certificates are expected to be obtained, which can reduce carbon emissions by 71.2 metric tons.</p>
IV. Social Issues (I) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	✓		<p>✧ The Company is committed to protecting the basic human rights of employees and creating an environment that fully protects human rights. It recognizes and supports international human rights conventions such as the United Nations' Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and requires that the operating activities of its partners should also eliminate any infringement and violation of human rights, ensuring all members within and outside the company are treated fairly and with respect.</p> <p>✧ The Company has established the "Human Rights Policy and Management Plan" and disclosed it on the Company's website.</p>
			None

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
	Summary Description		
		<p>The Company also conducts employee surveys on important social issues every year to assess its compliance with the policy.</p> <p>✧ The Company regularly organizes human rights policy awareness and training for all employees and includes it in the mandatory courses for new employees. In 2024, the number of human rights awareness promotional videos were played more than 3,600 times, and the number of hours of promotional videos was 218.5 hours. The number of employees receiving human rights training was 453, and the hours of employees who completed the training was 226.5. The number of new employees receiving human rights training was 55, and the hours of new employees who completed the training was 27.5.</p> <p>✧ The Company has commissioned PwC Taiwan to conduct project consulting and assistance in the implementation of the human rights due diligence survey in the fourth quarter of 2022. The Company has conducted risk assessments on employees and suppliers at headquarters, completed the human rights risk matrix, formulated mitigation and remedial measures for high-risk and medium-risk items, and completed the implementation of the human rights due diligence survey in the second quarter of 2023. The Company will regularly review the implementation of various mitigation and remedial measures in the future, and plan to conduct human rights due diligence survey every three years.</p>	

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons				
	Yes	No					
	Summary Description						
	<div>✧ The Company's human rights management policy and specific plans are as follows:</div> <table><tr><th>Human Rights Management Policies</th><th>Concrete plans</th></tr><tr><td>Prohibition of Forced Labor and Child Labor</td><td><div>1. The hiring process is conducted in accordance with the applicable law and the Company's regulations.</div><div>2. Interviews shall be conducted to assess candidates' willingness to work, and candidates are required to provide valid identification documents for verification</div><div>3. All work must be performed with voluntary intent to ensure that workers are not threatened.</div><div>4. All forms of forced or compulsory labor are strictly prohibited.</div><div>5. The Company must comply with the national or local minimum employment age or other clear regulations to protect underage technical interns.</div><div>6. The Company must comply with Article 44 of the Labor Standards Act and shall not hire any child labor over the age of 15 and under the age of 16 for any work that is dangerous and labor-intensive.</div></td></tr></table>		Human Rights Management Policies	Concrete plans	Prohibition of Forced Labor and Child Labor	<div>1. The hiring process is conducted in accordance with the applicable law and the Company's regulations.</div> <div>2. Interviews shall be conducted to assess candidates' willingness to work, and candidates are required to provide valid identification documents for verification</div> <div>3. All work must be performed with voluntary intent to ensure that workers are not threatened.</div> <div>4. All forms of forced or compulsory labor are strictly prohibited.</div> <div>5. The Company must comply with the national or local minimum employment age or other clear regulations to protect underage technical interns.</div> <div>6. The Company must comply with Article 44 of the Labor Standards Act and shall not hire any child labor over the age of 15 and under the age of 16 for any work that is dangerous and labor-intensive.</div>	
Human Rights Management Policies	Concrete plans						
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Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
	Summary Description		
			<p>7. The Company will not, against the will of job applicants or employees, retain their identification cards, work certificates or other documents, or request for their private information unrelated to employment.</p>
		Protection of the Working Conditions	<p>1. The remuneration and benefits provided are in compliance with local laws and regulations and are not lower than the statutory minimum wage. The Company also regularly participates in salary surveys and makes adjustments as needed. In addition to complying with the statutory minimum wage, the Company also ensures that employee remuneration in each region remains competitive within the industry.</p> <p>2. The Company conducts annual salary survey in the industry and reviews remuneration based on changes in the external environment, the Company's operating performance, and individual performance. In addition to exceeding the statutory minimum, the Company ensures that the salary is in line with or higher than the market level to retain</p>

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
	Summary Description		
			<p>outstanding talent.</p> <p>3. The Company has established the Regulations for Attendance Management, pays attention to and promote awareness on the employee working hours issue, and ensures that reliable and detailed records of working hours and overtime are kept. Following the law, if overtime is required, the Company provides overtime pay or compensatory leave to guarantee employees' rights.</p> <p>4. The Company provides employees with one and half hour flexible work window for clocking in and out, and three days of paid family care leave each year to accommodate the needs of individuals and their families.</p>
		Protection of Work Rights	<p>1. The Company respects the freedom to choose and exercise one's profession, providing equal employment opportunities without discrimination based on religion, gender, sexual orientation, marital status, age, pregnancy, skin color, race, nationality, physical disability, political affiliation, or</p>

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	Yes	No	
	Summary Description		
			<p>any other factors, thus preventing employment discrimination. The Company complies with relevant government laws and regulations regarding the collection, processing, and use of personal data, and regularly deletes job applicants' personal information to protect their privacy.</p> <p>2. The work environment meets all legal requirements, assuring the basic rights of employees.</p> <p>3. The Company ensures that existing jobs are not replaced by excessive use of contract workers, temporary staff, or foreign labor.</p> <p>4. In the event of significant changes in labor-employer relations, the Company provides appropriate notice periods and severance pay in accordance with the law and issues the necessary documents to protect employees' rights.</p>
		Occupational Health	<p>1. The Company has a nurse on-site to provide immediate first aid in case of emergency.</p> <p>2. Every two years, the Company conducts employee health checks that exceed</p>

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
	Summary Description		
		<p>statutory requirements. For eligible employees, the Company provides a subsidy of at least NTD 6,000, with follow-up and counseling based on different levels of health exam results. The Company also works to improve workplace factors that may impact health.</p> <p>3. A doctor is available on-site every two months for direct consultations with employees.</p> <p>4. Various health promotion activities or seminars are held every month.</p>	
		<p>Elimination of Discrimination, Bullying, and Sexual Harassment</p> <p>1. During new employee orientation, the Company promotes anti-discrimination, anti-bullying, and anti-sexual harassment measures.</p> <p>2. The Company regularly conducts sexual harassment prevention and gender equality awareness campaigns for all employees, with the video being played 7,371 times and with a total of 287.8 hours.</p> <p>3. In November 2024, the Company held a seminar titled "Workplace Sexual Harassment Prevention: Employee</p>	

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	Yes	No	
	Summary Description		
			<p>Rights” to enhance awareness and response capabilities among employees. 455 employees attended this training, with a total of 455 hours of training completed.</p> <p>To strengthen management skills related to sexual harassment cases, the Company also organized a specialized course, “Workplace Sexual Harassment Prevention for Managers and Complaint Handlers,” for management and relevant personnel involved in investigating and resolving sexual harassment cases. 109 employees attended this training, with a total of 81.75 hours of training completed.</p> <p>4. Since November 2022, gender equality and sexual harassment prevention training has been included as a mandatory course for new employees. In 2024, 55 new employees received training, and 27.5 hours of training were completed.</p> <p>5. Relevant content is outlined in the work rules and the Complaint and Sexual Harassment Handling Measures, and</p>

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
	Summary Description		
			multiple complaint channels are made available to employees. 6. The Company ensures equal employment opportunities, without discrimination based on race, skin color, age, gender, sexual orientation, disability, nationality, pregnancy, religion, political affiliation, membership in social clubs, marital status, or other legal grounds.
	Ensure Occupational Safety		1. The Company has been introduced to and certified for ISO 45001:2018. 2. In accordance with Occupational Safety and Health Management Measures, the Company has established a Level 1 management unit to formulate, plan, promote, and oversee safety and health management matters. An Occupational Health and Safety Committee has been established to meet and exercise its powers in accordance with the regulations. 3. Based on the Occupational Safety and Health Education and Training Rules, safety and health education training is regularly arranged to employees, at

Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
(II) Has the Company established and implemented reasonable employee welfare measures (including remuneration, leave, and other benefits), and are business performance or results appropriately reflected in employee remuneration?	✓		<p>least once a quarter for new employees and once a year for existing employees.</p> <p>4. The Company conducts regular monitoring of carbon dioxide and noise levels in the workplace every six months, in line with the Regulations for the Implementation of Labor Environment Monitoring. Employees are also required to use personal protective equipment when working in hazardous conditions to avoid exposure to workplace hazards.</p>
			<p>None</p>
			<p>◇ Employee Remuneration:</p> <p>1. The Company offers competitive compensation packages to new hires based on its operational capabilities and prevailing market salary levels. Salary adjustments are reviewed annually, taking into consideration economic trends, industry developments, company performance, market benchmarks, and individual performance, to ensure the overall competitiveness of employee compensation. In 2024, the average salary increase of the Company was 4.12%, with some employees receiving increases of 18.8% or more.</p> <p>2. The operating performance of the Company is appropriately reflected in the employees' compensation, which is distributed in accordance with the Articles of</p>

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	Yes	No	
			<p>Incorporation of the Company based on 1% to 15% of the profit in a given year. The Company's employees' compensation for 2024 was 5% of the Company's profit and distributed in 2025.</p> <p>3. To attract and retain professional talent, motivate employees, and strengthen team cohesion to create shared value for both the Company and its shareholders, the "2022 Restricted Stock Awards Plan" was established and has been implemented since September 2023, aligning employee interests with those of shareholders</p> <p>4. In September 2024, the Company introduced a "Retention Bonus" program targeting outstanding and key talent. This program provides additional cash incentives based on the achievement of specific performance targets or exceptional contributions to critical projects, contingent upon a continued service commitment for a defined period. The retention bonus is tailored according to the employee's role, professional contributions, and strategic importance to the organization. The program emphasizes fairness and transparency to enhance its motivational impact.</p> <p>◇ Employee Welfare Measures:</p> <p>1. To promote employee health and well-being, the Company has established comprehensive facilities at its Taipei headquarters, including an employee cafeteria, coffee bar, outdoor seating, vending machines, lounge, fitness center, basketball court, dance studio, showers room, and a</p>

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	Yes	No	
			<p>dedicated, comfortable breastfeeding room.</p> <p>2. The lounge is equipped with massage chairs available free of charge, and visually impaired professional massage therapists are employed to offer on-site stress-relief massage services.</p> <p>3. The employee cafeteria provides healthy buffet lunches, with meal subsidies offered by the Company.</p> <p>4. The Employee Welfare Committee manages a broad range of welfare initiatives, supporting over 14 employee clubs with subsidies for intellectual, recreational, sports, and entertainment activities. Employees can freely participate and grow alongside peers. A reading area is regularly updated with books, newspapers, and magazines, available for free borrowing.</p> <p>5. Additional benefits provided through the Welfare Committee include team gathering meal subsidies, wedding gifts, childbirth allowances, hospitalization and bereavement support, birthday vouchers, emergency relief funds, and various gift programs.</p> <p>6. The Employee Welfare Committee provides subsidies for staff travel and personal development, encouraging employees to engage in training or outdoor activities according to their individual needs and preferences for relaxation and rejuvenation; additionally, the Company partners with selected vendors to offer employees exclusive discounts.</p>

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	Yes	No	
			<p>7. In 2024, the Company allocated approximately NTD 4.57 million to employee welfare funds.</p> <p>8. To support a family-friendly workplace and promote work-life balance, the Company has partnered with legally registered childcare service providers to offer childcare services for employees' children.</p> <p>✧ Comprehensive Insurance Coverage: In addition to statutory insurance, the Company provides free group insurance for employees, including term life insurance, accident insurance, hospitalization, cancer, critical illness, and occupational injury coverage. The Company also subsidizes group medical and cancer insurance for employees' family members. For overseas business travel, the Company offers travel accident insurance and emergency medical coverage, ensuring peace of mind while working abroad. Beginning in 2025, coverage has been expanded to include travel inconvenience insurance—such as flight delays and lost baggage—providing robust support and protection against unforeseen situations during business trips.</p> <p>✧ Attendance and Leave: In addition to leave entitlements under the Labor Standards Act, new employees are granted three days of advance paid leave from their start date. The Company also offers benefits exceeding statutory requirements, such as five days of fully paid sick leave, three days of fully paid family care leave, and one week of paid maternity leave for those experiencing a</p>

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	Yes	No	
			<p>miscarriage between two and three months of pregnancy. Employees were exempted from makeup workdays falling on Saturdays in 2024 and 2025. To adapt to the evolving socio-economic landscape and enhance organizational agility, the Company has adopted a flexible working hours policy, allowing employees to adjust their start and end times by 1.5 hours. Additionally, to accommodate personal health needs, family responsibilities, or special circumstances, the Company has established remote working regulations to maintain operational continuity while promoting work-life balance and fostering a family-friendly workplace.</p> <p>◇ Diversity, Equity, and Inclusion:</p> <ol style="list-style-type: none"> 1. The Company is committed to providing a diverse and inclusive work environment, and has employed employees from 34 different countries with equal pay and fair opportunities for training, development, and promotion regardless of gender, religion, ethnicity, or nationality. The Company has implemented a Human Rights Policy and Management Plan to uphold fundamental employee rights. To further foster a supportive workplace, prayer rooms and ablution facilities are provided, alongside gender-inclusive restrooms and accessible parking spaces, ensuring that employees of all backgrounds and needs can thrive in a respectful, inclusive environment. 2. Women accounted for 46.7% of the Company's workforce—higher than the industrial sector average of

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	Yes	No	
			<p>36.4% (according to the 2023 National Statistics, R.O.C. (Taiwan)). Furthermore, the percentage of female executives is 50%, exceeding the overall percentage of female employees in the Company.</p> <p>3. In 2024, the Company hired 15 middle-aged to senior employees (aged 45 to 65). One of these hires qualified the Company for an NTD 13,000 employment incentive under the Employment Insurance Implementation Regulations.</p>
(III) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	✓		<p>✧ The Company provides employees with a comfortable and safe working and operational environment, adhering to occupational safety regulations and high standards of workplace safety conditions. In addition to regularly organizing safety and health training for new recruits, current employees, and emergency response, the Company holds bi-monthly health promotion lectures, also conducts biennial health checkups, and collaborates with occupational physicians and nurses for regular follow-ups every two years. The annual occupational safety and health plan is also implemented to enhance safety standards, continuously improve and promote a culture of workplace safety, and achieve overall occupational safety performance.</p> <p>✧ Occupational Health and Safety Performance:</p> <ol style="list-style-type: none"> In 2024, the Company recorded zero work-related injury incidents. The disabling frequency rate (FR) and disabling severity rate (SR) were both 0. There were 3 commuting-related traffic accidents in 2024,

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	Yes	No	
			<p>with a disabling frequency rate (FR) of 3.62 and a disabling severity rate (SR) of 13, resulting in a total of 11 lost workdays.</p> <p>3. In response to these 3 incidents, the Company conducted active reviews and root cause analyses, and continues to promote traffic safety and defensive driving practices to improve employee driving safety.</p> <p>✧ To raise employees' awareness of workplace safety and health, the Company provides new hire and on-the-job training in accordance with Articles 15 and 17 of the Occupational Safety and Health Education and Training Rules. In 2024, a total of 62 employees who had been employed for three years received on-the-job safety training, and 54 new employees completed orientation safety training.</p> <p>✧ In 2024, no fire incidents occurred. 2 fire safety self-defense drills were held, and the local fire department was invited to the Company to brief emergency response team members, ensuring they understand proper evacuation procedures. The building conducted 2 evacuation drills: the first half of the year involved 96 employees from floors 1F–3F; the second half of the year involved 290 employees from floors 4F–6F. Emergency response and prevention measures for incidents such as earthquakes and fires were also covered during safety training for new and existing employees, strengthening disaster preparedness awareness.</p> <p>✧ The Company, including its Taiwan branch, has passed</p>

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	Yes	No	
			<p>certification for the ISO 45001 Occupational Health and Safety Management System (certificate valid from 01/31/2025 to 01/30/2028).</p> <p>✧ Employee health checkup results analysis and health promotion activities</p> <p>In 2024, the Company employed an average of 467 employees, of which 63.1% were employees aged 40 or above. According to the results of the health examinations arranged by the Company every two years, the health indicators of the employees are as follows:</p> <p>Obesity: 22.9%</p> <p>High blood pressure: 35.5%</p> <p>High blood sugar: 14.3%</p> <p>High cholesterol: 17.9%</p> <p>Meeting the diagnostic criteria for metabolic syndrome: 13.9%</p> <p>In order to strengthen the prevention and health management of employees' three major chronic diseases, the Company organized the following health promotion activities in 2024:</p> <p>1. Hosted 2 events themed "Healthy Lifestyle" and "Health Promotion of Three Major Chronic Diseases" for a total of 70 participants.</p> <p>2. Promoted the "blood pressure self-monitoring activity plan" and invited employees with high blood pressure and</p>

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	Yes	No	
			<p>pre-hypertension to practice the "722 measurement principle" within 1.5 months. A total of 36 people participated in the activity, accounting for 17.7% of such employees.</p> <p>3. Plan to organize four major cancer screening campaigns in 2025 to continuously improve employees' health awareness and disease prevention.</p> <p>❖ Mental Health Promotion Results</p> <p>Since 2021, the Company has successively organized employee mental health related activities. By 2024, a total of 5 sessions were held, with a total of 190 participants. Through seminars and participatory activities, the Company helps employees understand the importance of mental health, dismantle the stigma surrounding mental illness, and encourage an open attitude toward stress and emotions, thereby increasing early identification and willingness to seek professional assistance.</p>
(IV) Has the Company established effective career development training programs for employees?	✓		<p>❖ The Company's sustainable development relies on the long-term learning and growth of its talent. Employees are categorized into new hires, general staff, frontline supervisors, mid-level managers, and senior executives based on their respective roles. Training and development are tailored to employees at different career stages through external training, on-the-job training, and self development.</p> <p>❖ External training includes new hire training, general training, professional training, and management training. On-the-job</p>

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	Yes	No	
	Summary Description		
		<p>training covers job rotation, job guidance, job expansion, job enrichment, project-based learning, coaching and mentoring, internships, and internal knowledge-sharing sessions. Self-development encompasses self-study and research, participation in seminars, and involvement in book clubs.</p> <p>✧ The Company has designed a comprehensive onboarding program for new hires. All new employees are required to attend orientation and onboarding training courses. In addition, internal training tailored to the professional skills required by each department is arranged as needed.</p> <p>✧ In 2024, the Company held 42 onboarding sessions and 5 new hire training sessions. Mandatory courses for new employees include “Human Rights Advocacy,” “Intellectual Property and Personal Information Law Advocacy,” “Ethical Management Advocacy,” and “Gender Equality and Workplace Sexual Harassment Prevention Advocacy.”</p> <p>✧ For general employees, the Company formulates diverse training plans based on the job requirements and professional development needs of each department, providing continuous learning and growth opportunities. Specific initiatives include arranging employees to attend external training courses offered by professional institutions to learn the latest technologies and knowledge, ensuring they possess the necessary competencies for their roles. Inviting outstanding internal employees to share their practical experience by conducting training courses, thereby fostering</p>	

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		<p>knowledge transfer and strengthening team collaboration. Selecting experienced and knowledgeable employees to act as mentors for interns, to offer one-on-one guidance, and to help new hires quickly adapt to the workplace.</p> <p>✧ In 2024, the Company organized 4 general training sessions on the following topics: “Human Rights Advocacy,” “Basic Intellectual Property Education and the Company’s IP Management Policies, Objectives, and Internal Regulations,” “Corporate Ethical Management Advocacy,” and “Workplace Sexual Harassment Prevention: Employee Rights.” Each session had more than 445 participants, with a completion rate exceeding 98%. The total training hours completed across the 4 sessions amounted to 1,578.15 hours.</p> <p>✧ In 2024, the Company collaborated with 5 universities — Lunghwa University of Science and Technology, Yuan Ze University, National Taipei University of Technology, Shih Chien University, and Tamkang University — recruiting a total of 8 interns and assigning mentors to provide timely guidance. As of the end of 2024, one intern successfully transitioned into a full-time employee.</p> <p>✧ In addition to course planning, the Company broadcasts corporate sustainability-related videos in public areas of the headquarters. These videos cover a range of topics including “Human Rights,” “Ethical Management,” “Anti-Money Laundering/Insider Trading Prevention,” “Personal Data Protection,” “Intellectual Property Rights Protection,” and</p>	

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	Yes	No	
(V) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	✓		<p>“Gender Equality/Sexual Harassment Prevention.” The topics are updated monthly to reinforce legal awareness and remind all employees of the importance of compliance. In 2024, a total of 25,319 broadcasts were recorded, amounting to 1,050.1 hours of video time.</p> <p>✧ The Company’s design and R&D teams adhere to European Union environmental protection standards, ensuring product compliance with the EU’s EuP, RoHS, WEEE, and REACH directives. The Company strictly follows the EU RoHS directive concerning hazardous substances, promotes the development of green products, and has implemented a product hazardous substance management mechanism to safeguard consumer rights and interests.</p> <p>✧ The Company attaches great importance to the protection and management of personal data. In addition to complying with the “Personal Data Protection Act”, the Company has established a “Personal Data Protection Policy” and has obtained third-party certification under the BS10012:2017 Personal Information Management System (PIMS) standard. This ensures that the management, measures, and systems applied throughout all stages of personal data collection, processing, and use align with international standards and legal requirements.</p> <p>The scope of the Company’s “Personal Data Protection Policy” covers all business processes and information systems involved in personal data processing, including operations,</p>

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	Yes	No	
			<p>management, marketing, human resources, and other related units. Each unit is responsible for managing and controlling the risks associated with the personal data relevant to its operations, while the Legal Affairs Department serves as the dedicated unit for overseeing the implementation of related policies. In addition, to comply with the requirements of the EU General Data Protection Regulation (GDPR), the Company has entered into data processing agreements with its overseas subsidiaries, incorporating standard contractual clauses, and has also executed standard contractual clauses with major cloud service providers to ensure the legality and security of cross-border data transmission.</p> <p>To strengthen internal awareness and enhance the effectiveness of policy implementation, the Company has developed an annual personal data protection training program. In 2024, a training course was conducted with 413 participants, totaling 1,239 hours, achieving a 90% employee participation rate and a 100% pass rate. Furthermore, the Company includes relevant personal data protection laws and regulations in its onboarding training. In 2024, 55 new recruits completed 0.5 hour of training per person, totaling 27.5 hours. The designated personnel within each unit also received targeted training. In 2024, 12 designated personnel completed 1 hour of training each, totaling 12 hours.</p> <p>The Company has also established a complaint and reporting mechanism as part of its incident response and risk</p>

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	Yes	No	
			<p>management framework. In 2024, no complaints or reported incidents related to personal data protection occurred. Appropriate management actions are taken against employees who violate personal data protection policies, depending on the severity of the violation.</p> <p>✧ The Company complies with relevant regulations and international standards regarding customer health and safety, privacy, marketing, and labeling of products and services. A dedicated customer service hotline (0800-002-615), an online message board, and internal processing mechanisms are in place to efficiently handle customer feedback. For products sold in various regions, product labeling complies with the respective local laws and standards. In addition to legal compliance, the Company has obtained several international certifications to protect customer privacy and rights, including: ISO/IEC 27001:2013 Information Security Management System, IEC 62443-4-1:2018, BS 10012:2017 Personal Data Protection Management, and TRUSTe certification.</p> <p>✧ The “1-3-7 Service Level Agreement” is used by the D-Link headquarters to provide solutions to all subsidiaries, business locations, and customer service centers. General cases are required to be closed within 7 days to ensure that they can be resolved in a timely and effective manner.</p> <p>In addition, the Company has implemented more stringent procedures for VIP projects/customer setup: that is, the engineers and the business center work together directly with</p>

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	Yes	No							
	Summary Description								
		<p>the manufacturers to evaluate new functions or resolve problems, in order to meet the needs of the project in a timely manner.</p> <p>✧ D-Link 1-3-7 Service Level Agreement, SLA Day 1: Problem identification Day 3: Provide temporary resolution Day 7: Provide resolution</p> <p>✧ Customers may contact the Company via its website, toll-free number, email, or online support. Local call centers have been established to provide frontline, real-time assistance. Additionally, the Headquarters Customer Support Department provides second-tier technical support, regularly reviews customer satisfaction results, handles product-related complaints, and gathers market feedback to strengthen customer rights protection.</p> <p>✧ To further enhance service quality, the headquarters conducts a monthly review of various service management indicators for the customer service center.</p>							
		<table><tr><th>Service Management Indicator</th><th>Target</th><th>Performance</th></tr><tr><td>First-call resolution rate</td><td>80% of cases closed after the first call</td><td>More than 95% of cases in each subsidiary were resolved and closed after the</td></tr></table>	Service Management Indicator	Target	Performance	First-call resolution rate	80% of cases closed after the first call	More than 95% of cases in each subsidiary were resolved and closed after the	
Service Management Indicator	Target	Performance							
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	Yes	No										
	Summary Description											
			<table><tr><td></td><td></td><td>first call, with a 100% achieved rate</td></tr><tr><td>Average processing time</td><td>Response within 15 minutes</td><td>Average under 10 minutes to answer customer questions across subsidiaries, with a 100% achieved rate</td></tr><tr><td>Customer satisfaction survey</td><td>Average score above 85</td><td>Average score of 85, with a 100% achieved rate</td></tr></table>			first call, with a 100% achieved rate	Average processing time	Response within 15 minutes	Average under 10 minutes to answer customer questions across subsidiaries, with a 100% achieved rate	Customer satisfaction survey	Average score above 85	Average score of 85, with a 100% achieved rate
		first call, with a 100% achieved rate										
Average processing time	Response within 15 minutes	Average under 10 minutes to answer customer questions across subsidiaries, with a 100% achieved rate										
Customer satisfaction survey	Average score above 85	Average score of 85, with a 100% achieved rate										
			<p>✧ Customer satisfaction survey</p> <p>D-Link conducts customer satisfaction surveys each year in accordance with the ISO 9000 customer satisfaction management procedure, with a score of 80 as standard. In recent years, the scores of customer satisfaction surveys have been over 80 points, which have reached the expectation of customer satisfaction. To further enhance customer loyalty to the brand, D-Link has continued to increase the variety of social software communication channels, pay attention to customer product evaluations in forums and e-commerce, and provide customer product education and training courses, etc., and continue to achieve the mid- and long-term goals.</p>									

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	Yes	No	
			<p>◇ Score of customer satisfaction survey in recent years Score in 2022: 86 Score in 2023: 86 Score in 2024: 85</p>
(VI) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	✓		<p>◇ The Company upholds humanistic principles and social ethics, with a strong commitment to respecting human dignity and fulfilling its corporate social responsibility. In managing its suppliers, the Company adheres to the following practices:</p> <ol style="list-style-type: none"> 1. The Company addresses the issue of conflict minerals by requiring all suppliers to sign a "Declaration of Minerals Conflict-Free", preventing the procurement of minerals from conflict regions. 2. The Company has included the requirements of ethical and honest conduct of suppliers in the contracts. If any supplier engages in illegal activities, the Company reserves the right to immediately terminate or rescind the contract. 3. The procurement contracts also explicitly prohibit the use of child labor. All suppliers have signed this provision. 4. In terms of environmental protection, suppliers are required to comply with the European Union's regulations on hazardous substances. 5. In 2024, the Company successfully completed 7 sustainability audits (covering health, safety, environmental, labor, supplier, and social ethics), representing 85% of the total procurement amount. <p>◇ The Company expects its suppliers to not only deliver high-</p>

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	Yes	No	
			<p>quality products and services but also to consider social and environmental values. We encourage suppliers to actively implement our business mission of "Environmental Protection, Energy Saving, and Love for the Earth." The Company view suppliers as essential long-term partners for cooperation and development. By adhering to the principle of mutual benefit and prosperity, we aim to continue working alongside them to promote sustainable operations.</p> <p>✧ The Company has enhanced its Supplier Management Procedure by introducing a Supplier Code of Conduct, requiring suppliers to meet standards for quality, cost, delivery, and service. Drawing on the RBA Responsible Business Alliance Code of Conduct, the scope of supply chain management now extends to ESG topics—environmental protection and social inclusion—including labor rights, environmental stewardship, health and safety, ethics, and management systems. These requirements have been incorporated into our supplier selection and audit criteria to establish risk control measures and identify high-risk suppliers.</p> <p>In 2024, we rolled out a supplier ESG self-assessment, with ESG issues communicated via email on a semi-annual basis for guidance and training purposes. Of the 38 existing suppliers invited to participate in the year-end ESG self-assessment, 37 completed the survey, achieving a 97.4% response rate. The findings will inform our supplier risk identification process and subsequent support plans, further strengthening the maturity</p>

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	Yes	No	
			<p>of our sustainable supply chain management.</p> <p>✧ Based on the annual sustainability management assessment results, suppliers are required to implement corrective measures and continuously improve. The annual improvement completion rate was 88.76%, reflecting our ongoing efforts to enhance the effectiveness of sustainable supply chain management, mitigate operational risks, and establish sustainable, long-term partnerships.</p>
<p>V. Does the company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the company obtain third party assurance or certification for the reports above?</p> <p>VI. If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviation from the principles in the Company's operations:</p> <p>The Company has established "D-Link Sustainable Development Best Practice Principles" based on the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies". There is no significant difference between the two contents and operations.</p> <p>VII. Other important information to facilitate better understanding of the company's promotion of sustainable development:</p> <p>Please refer to the Sustainability Development section on the Company's official website and sustainability reports. (Link: https://company.dlink.com/zh-hant/esg/landing)</p>	✓		<p>None</p> <p>The Company's Sustainability Report is prepared in accordance with the latest GRI Standards, as published by the Global Reporting Initiative. The "2023 Sustainability Report of D-Link Corporation" was verified by TUV NORD based on the Type 1, moderate assurance level of the AA1000 ASv3 Standard. The assurance statement has been included in the appendix of the sustainability report for reference. Additionally, the third-party assurance of the "2024 Sustainability Report of D-Link Corporation" is expected to be completed by mid-May 2025. The assurance statement will be disclosed in the report at that time.</p>

(VII) Implementation of climate-related information

Item	Implementation Status
<ol style="list-style-type: none"> 1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities. 2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term). 3. Describe the financial impact of extreme weather events and transformative actions. 4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system. 5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described. 6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks. 7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated. 8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning schedule, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified. 9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2). 	<ol style="list-style-type: none"> 1. The Board of Directors is the highest level of the climate governance organization structure of the Company, responsible for overseeing the management reports and execution reports regarding climate change risks and opportunities. The Corporate ESG Committee is the primary decision-making body, ensuring the effective implementation of related management systems. The ESG Office is responsible for driving climate change-related management plans, and task forces, consisting of department heads, are formed to jointly implement and regularly review related projects. The ESG Office regularly reports to the ESG Committee and the Board of Directors each year on the progress and performance of implementation every year. 2. In order to fully understand the impact of various climate-related risks and opportunities on the Company's operations, the Company not only collects relevant issues and estimates their impact degree through regular work group meetings, but also plans a comprehensive reevaluation, identification, and evaluation of the specific impacts of each risk and opportunity once every three years. This process helps in planning appropriate response strategies and action plans. The Company defines its short, medium, and long-term goals as within 3 years, 10 years, and more than 10 years, respectively. For more details, please refer to the Company's Sustainability Report. 3. For the identified climate risks, the Company has considered the potential financial impacts on revenue, costs, and assets. Taking the regulatory and policy-related risks in the transformation risk as an example, the necessary resources and implementation costs to comply with regulations and the estimated related expenses have been accounted for. Further information is available in the Company's Sustainability Report. 4. The ESG Office regularly reports the identified major climate change risks to the Risk Management Taskforce, and based on the level of risk, it determines whether to integrate these risks into the risk management system to effectively track changes in overall risks. Relevant improvement actions are reported to the Board of Directors. 5. The Company's transformation risk scenarios are mainly based on the 2050 Net Zero Emission (SSP1-1.9) scenario, while physical risks are simulated based on the RCP8.5 scenario for mid-century. For financial impact analysis factors and estimated financial impact data, please refer to the Company's Sustainability Report.

	<p>6. The Company has committed to achieving the net zero emission target by 2050. To achieve this, the medium-term target is set with 2021 as the base year, and the plan is to reduce carbon emissions by 30% by 2030. For this reason, the transformation plans planned by the Company include: continue to replace energy-consuming equipment and steadily purchase green power, introduction of ISO 14064-1 standard to check the carbon emissions of subsidiaries in consolidated statements, acquisition of ISO 50001 Energy Management System certification, construction of solar photovoltaic equipment, etc., and other effective solutions that are feasible.</p> <p>7. The Company is actively exploring the use of internal carbon pricing as one of the greenhouse gas emission management tools. It is expected that by the end of 2025, an assessment of the feasible internal carbon pricing methods will be completed.</p> <p>8. The climate target currently set by the Company is based on the Scope 1 and Scope 2 emissions of the Company's headquarters building. With 2011 as the base year, the Company plans to achieve a 30% reduction in emissions by 2030. In 2024, the Company's emission reduction performance was 25.33%, including the contribution of 80 green electricity certificates. In the future, the Company will regularly review the suitability of the target year and target value, continue to strengthen the Company's diversified carbon reduction measures, regularly disclose relevant implementation progress, and actively achieve the commitment of net zero emissions by 2050.</p>
<p>1. Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years</p> <p>(1) Greenhouse Gas Inventory Information</p> <p>Describe the emission volume (metric tons CO₂ e), intensity (metric tons CO₂e/NT\$ million), and data coverage of greenhouse gases in the most recent two fiscal years.</p> <ul style="list-style-type: none"> The total greenhouse gas emissions for the Company's headquarters in 2023 were: total emissions: 420,862.22 metric tons CO₂e; intensity: 26.40 metric tons CO₂e per NT\$ million, including: <ul style="list-style-type: none"> Scope 1: 119.90 metric tons CO₂e (Intensity: 0.0075 metric tons CO₂e/NT\$ million) Scope 2: 1,148.88 metric tons CO₂e (Intensity: 0.0721 metric tons CO₂e/NT\$ million) Scope 3: 419,593.44 metric tons CO₂e (Intensity: 26.3217 metric tons CO₂e/NT\$ million) The total greenhouse gas emissions for the Company's headquarters in 2024 were: total emissions: 225,377.71 metric tons CO₂e; intensity: 15.66 metric tons CO₂e per NT\$ million, including: <ul style="list-style-type: none"> Scope 1: 126.16 metric tons CO₂e (Intensity: 0.0088 metric tons CO₂e/NT\$ million) Scope 2: 1,021.51 metric tons CO₂e (Intensity: 0.0710 metric tons CO₂e/NT\$ million) Scope 3: 224,230.04 metric tons CO₂e (Intensity: 15.5769 metric tons CO₂e/NT\$ million) 	

(2) Greenhouse Gas Assurance Information	<p>Describe the status of assurance for the most recent two fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.</p> <ul style="list-style-type: none"> Description of assurance in 2023: <ul style="list-style-type: none"> Scope of assurance: D-Link Corporation/No. 289, Xihu 3rd Rd., Neihsu Dist., Taipei City Assurance institution: AFNOR Asia Ltd. Assurance standards: ISO 14064-3:2019 Assurance conclusion: Confirm that the organization submits a greenhouse gas statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the greenhouse gas data and related information, which is consistent with the verification scope, objectives, and criteria by both parties. Declares that the reasonable assurance level of the inventory data is Category 1 (Scope 1) and Category 2 (Scope 2). Description of assurance in 2024: <ul style="list-style-type: none"> Scope of assurance: D-Link Corporation/No. 289, Xihu 3rd Rd., Neihsu Dist., Taipei City Assurance institution: AFNOR Asia Ltd. Assurance standards: ISO 14064-3:2019 Assurance conclusion: Confirm that the organization submits a greenhouse gas statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the greenhouse gas data and related information, which is consistent with the verification scope, objectives, and criteria by both parties. Declares that the reasonable assurance level of the inventory data is Category 1 (Scope 1) and Category 2 (Scope 2).
2. Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan	<p>Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.</p> <p>The Company plans to complete the inventory of subsidiaries for the consolidated financial statements by 2026, and will set reduction targets, strategies, and action plans based on the 2025 data. Starting from 2027, the Company will disclose the progress of the targets achieved on an annual basis. The Company is committed to achieving net-zero emissions by 2050. The Company's action plan to achieve these targets includes several concrete steps, such as replacing energy-consuming lighting fixtures, stabilizing the purchase of green electricity, and introducing the ISO 14064-1:2018 methodology for carbon inventory management across subsidiaries. In addition, the plan also involves upgrading air-conditioning systems, installing solar photovoltaic equipment, obtaining ISO 50001 Energy Management System certification, and pursuing other effective solutions to reduce emissions.</p>

(VIII) Ethical Management – Implementation Status and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons

Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
Evaluation Item	Yes	No	
I. Establishment of ethical management policies and programs (I) Does the company have an ethical management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its ethical management policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?	✓		<p>✧ The Company has established the “Ethical Corporate Management Best Practice Principles” and the “Code of Ethical Conduct” in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies” with approval obtained from the Board of Directors for their implementation. These policies apply to the Company, its subsidiaries, and its group enterprises and organizations. The Company has also disclosed the ethical management policies and practices on its website and regularly reports on their implementation status to the Board of Directors.</p> <p>✧ All 9 directors and 7 senior managers of the Company have signed “Statement of Compliance with the Ethical Management Policy,” affirming their full commitment to comply with the Company’s “Ethical Corporate Management Best Practice Principles,” “Code of Ethical Conduct,” and related ethical management policies.</p> <p>✧ In 2024, a total of 55 new employees of the Company have signed and agreed to comply with the “Code of Ethical Conduct.”</p>
(II) Whether the company has established a mechanism to assess the risk of unethical conduct; regularly analyzes and evaluates,	✓		<p>The Company has established the “Ethical Corporate Management Best Practice Principles,” “Work Rules,” and various reward and punishment policies, and has formulated the “Gift and Entertainment Management Procedure,” to stipulate</p>

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
<p>within a business context, the business activities with a higher risk of unethical conduct; and has formulated a program to prevent unethical conduct with a scope no less than that prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?</p>		<p>prohibited individual and collective behaviors, including bribery, accepting bribes, offering or receiving unreasonable gifts, hospitality, or other improper benefits, along with corresponding countermeasures and actions to ensure compliance by all employees.</p>	
<p>(III) Does the company clearly set out the operating procedures, behavior guidelines, and punishment and appeal mechanisms for violations in the unethical conduct prevention program, implement the program, and regularly review and revise it?</p>	✓		None
<p>II. Ethical Management Practice</p> <p>(I) Does the company assess the integrity records of its business partners and include ethical conduct clauses in the contracts signed with them?</p>	✓		None
<p>(II) Has the company set up a dedicated unit under the Board of</p>	✓		None

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	
Directors to promote ethical management, and does it regularly (at least once a year) report to the Board of Directors on its ethical management policy, the program to prevent unethical conduct, and monitor their implementation?			The Legal Affairs Department is responsible for ensuring the proper execution of all ethical management operations. The Company provides an annual report to the Board of Directors, at least once a year, on the related policies, programs, and their implementation status. On November 13, 2024, the Board of Directors approved the annual report on ethical management policies, anti-corruption measures, and monitoring of the implementation status.
(III) Has the company established policies to prevent conflicts of interest, provided appropriate communication and complaint channels, and properly implemented such policies?	✓		The Company has established the "Ethical Corporate Management Best Practice Principles", "Code of Ethical Conduct" and "Gift and Entertainment Management Procedure" to prevent conflicts of interest and provide appropriate channels for expression, ensuring proper implementation.
(IV) Does the company have effective accounting and internal control systems in place to enforce ethical management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to assess compliance with the systems to prevent unethical conduct, or engage CPAs to perform the audits?	✓		The Company has established an accounting system and an internal control system. The internal audit unit develops an audit plan based on the results of risk assessments, conducts regular audits, and, when necessary, carries out project-based audits. The audit results are reported to the Audit Committee and the Board of Directors.
			None

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	
(V) Does the company regularly provide internal and external ethical management training programs?	✓		<p>✧ Through education, training, and promotion, the Company ensures that all employees understand its ethical management policies and objectives, while continuously fostering a high standard of professional ethics and compliance with laws and regulations:</p> <p>1. New Employee Training: Each new employee is introduced to the Company's ethical principles and code of conduct during their onboarding training course. The training is held once every two months to ensure that new hires fully understand and commit to the Company's "Ethical Corporate Management Best Practice Principles," "Code of Ethical Conduct," and other related ethical management policies. In 2024, a total of 55 new employees participated in 0.5 hours of ethical training each, totaling 27.5 hours of training.</p> <p>2. External Training: In 2024, 35 employees attended external training related to accounting systems and internal control systems, amounting to 117 hours of training.</p> <p>3. Internal Training:</p> <ul style="list-style-type: none"> In August 2024, the Company held an "Ethical Management" advocacy course to raise employee awareness on these topics. The course covered ethical management, anti-money laundering, anti-corruption, and insider trading prevention. A total of 445 participants attended, accumulating 298.15 training

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	
			<p>hours, with a 98% attendance rate. The average test score was 95 out of 100.</p> <ul style="list-style-type: none"> • Additionally, the Company promoted ethical management, anti-corruption, and insider trading prevention issues in the public areas of its headquarters by screening 36 different educational films in 2024. These films were played more than 7,800 times, accumulating over 230 hours of viewing time. <p>✧ All courses are available through the Company's internal online platform and have been integrated into the Company's training system since 2022. Through these training and promotional efforts, the Company seeks to communicate its ethical management policies and objectives to employees, continuously advancing a culture of high professional ethics and strict adherence to laws and regulations.</p>
III. Implementation of Complaint Procedures (I) Has the company established specific whistleblowing and reward procedures, set up conveniently accessible whistleblowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistleblowers?	✓		None

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	
(II) Has the company established standard operation procedures for investigating the complaints received, follow-up measures taken after the investigation, and mechanisms to ensure such complaints are handled in a confidential manner?	✓		The Company's "Implementation Measures for the Whistleblowing System" include standard procedures for investigating whistleblowing matters, follow-up measures to be taken after the investigation is completed, and relevant confidentiality mechanisms.
(III) Has the company adopted proper measures to protect whistleblowers from retaliation for filing complaints?	✓		The Company's "Implementation Measures for the Whistleblowing System" include measures to protect whistleblowers from any form of mistreatment as a result of their whistleblowing.
IV. Strengthening Information Disclosure Does the company disclose its Ethical Corporate Management Best Practice Principles and the results of their implementation on its website and the Market Observation Post System (MOPS)?	✓		The Company discloses the relevant information on ethical management and its promotion results on its website and the MOPS to enhance the stakeholders' understanding of the Company.
V. If the company has adopted its own ethical management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, please describe any deviations between the principles and their implementation: The Company has established the "Ethical Corporate Management Best Practice Principles", "Code of Ethical Conduct" and "Work Rules", and there is no difference between the overall operation and the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies".			None
VI. Other important information to facilitate a better understanding of the status of operation of the company's ethical management policies			

Evaluation Item	Implementation Status		Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	
(e.g., the company's reviewing and amending of its Ethical Corporate Management Best Practice Principles):			
(I)	The Company's "Rules of Procedure for Board of Directors Meetings" stipulate the system of directors' conflicts of interest. For proposals presented to the Board, if the directors themselves or their representatives have a conflict of interest that may harm the Company's interests, they may express their opinions and respond to questions but shall not participate in the discussion and voting. They shall recuse themselves from the discussion and voting, and shall not exercise voting rights on behalf of other directors.		
(II)	The Company's "Procedures for the Management of Material Inside Information and Prevention of Insider Trading" stipulate that directors, managers and employees shall not disclose any material inside information to others, nor shall they inquire about or collect any material inside information of the Company unrelated to their personal duties from those who possess such information, in order to protect the interests of investors and the Company.		
(III)	The Company's "Ethical Corporate Management Best Practice Principles" set forth an integrity-based operational policy, which helps cultivate a corporate culture and sound development, and creates a business environment that supports sustainable development.		

Other important information that helps to understand the Company's corporate governance practices:

The educational training for the Company's managers in relation to corporate governance participated in by the Company's supervisors in 2024:

Title	Name	Date of Course	Name of Course	Conducting Entity	Course Duration
Director	Claire Chou	2024.04.10	2024 New Corporate Governance and Board of Directors Performance Evaluation Practice Interpretation	Taiwan Investor Relations Institute	3
		2024.04.10	Roles and Responsibilities of the Board of Directors in Cyber Security Governance	Taiwan Investor Relations Institute	3
		2024.08.28	The Latest "Annual Report/Sustainable Information/Financial Statement Preparation" Related Laws and Regulations Summary and Internal Control Management Practices	Accounting Research and Development Foundation	6
		2024.09.18	"Excel VBA Macro Application Workshop – Range Handling Module"	Securities & Futures Institute	6
		2024.09.03 - 2024.09.04	Workshop for Identification of Climate Risks and Net Zero Carbon Emissions Advocacy - Taipei	Taiwan Corporate Governance Association	9
Corporate Governance Officer	IC Hsu	2024.09.30	The Latest "Annual Report/Sustainable Information/Financial Statement Preparation" Related Laws and Regulations Summary and Internal Control Management Practices	Accounting Research and Development Foundation	6
		2024.10.17	Corporate Governance and Securities Laws and Regulations - The Legal Rules and Responsibilities of Directors, Supervisors and Insiders Under Corporate Governance	Corporate Operating and Sustainable Development Association	3
		2024.11.07	The Latest "Annual Report/Sustainable Information/Financial Statement Preparation" Related Laws and Regulations Summary and Internal Control Management Practices	Accounting Research and Development Foundation	6
Internal Auditor	Richard Yang	2024.12.04	Audit Control Practice for "Information Security" by Internal Auditors	Accounting Research and Development Foundation	6

(IX) The implementation of the internal control system shall be disclosed as follows

1. Internal Control Statement:

Please refer to the MOPS (<https://mops.twse.com.tw/mops/#/web/home>)/Single company corporate governance company regulations/internal control internal control statement announcement.

2. If directors, supervisors, or managers engage CPAs to conduct a special audit of the internal control system, the CPA's audit report shall be disclosed: None.

(X) Major resolutions of the shareholders' meeting and the Board of Directors in the most recent year and up to the date of publication of the annual report

1. Resolutions of the Company's general shareholders' meeting and the implementation thereof:

Time of meeting: May 29, 2024

Meeting location: The Company's Building (No. 289, Xinhu 3rd Rd., Neihsu Dist., Taipei City)

Important and Resolutions	Implementation Status
(1) Ratification of the 2023 business report and financial statements.	(1) The resolution was approved.
(2) Ratification of the 2023 earnings distribution.	(2) The resolution was approved.
(3) Approved the removal of non-competition restriction on directors	(3) The resolution was approved.

2. Major resolutions of the Board of Directors for 2024 and 2025 up to the date of publication of the annual report:

Date of meeting (Term and Session)	Important and Resolutions
2024.2.27 (13-5)	<ul style="list-style-type: none">(1) Approved the 2023 Internal Control System Statement.(2) Approved the 2023 business report, parent company only and consolidated financial statements.(3) Approved the earnings distribution for 2023.(4) Approved the 2024 business plan and budget.(5) Approved the independence and suitability evaluation report of the CPAs appointed by the Company for 2024.(6) Approved the appointment of the Company's CPA for 2024.(7) Approved the CPAs' fees for the Company's financial statements and taxation for 2024.(8) Approved the amendments of the company's "General Principles of Non-Assurance Services Pre-approval Policy".(9) Approved the increase of endorsement and guarantee amount for the subsidiary, D-Link (Shanghai) Co., Ltd.(10) Approved the amendments of the "Corporate Governance Best Practice Principles".(11) Approved the evaluation of managerial officers' 2023 performance results.(12) Approved the managerial 2024 annual performance target.(13) Approved the Company's 2023 remuneration distributions to employees and directors.(14) Approved the Company's details of allocation of 2023 directors' compensation.(15) Approved the cancellation and capital reduction registration of the new restricted employee shares already issued.

Date of meeting (Term and Session)	Important and Resolutions
	(16) Approved the convening of the 2024 general shareholders' meeting. (17) Approved the motion for accepting shareholder proposals related to the right of shareholders holding more than 1% of the shares in the 2024 general shareholders' meeting. (18) Approved the Company's removal of non-competition restriction on directors. (19) Approved the amendments to the Company's "Sustainable Development Best Practice Principles".
2024.04.10 (13-6)	(1) Approved the details of allocation of 2023 managerial officers' compensation. (2) Approved the independence and suitability evaluation report of the CPAs appointed by the Company for 2024.
2024.05.14 (13-7)	(1) Approved the Company's promotion of managers to senior positions. (2) Approved the managerial officers' 2024 salary and compensation adjustment. (3) Approved the 2024 Q1 consolidated financial statements. (4) Approved the proposal to abolish and re-formulate the "Related Party Transaction Regulations" (5) Approved the amendment to the "Internal Audit Procedures", "Internal Control System Self-assessment Operating Procedures" and "Internal Audit Implementation Guidelines". (6) Approved the reclassify overdue accounts receivable (over three months) from the subsidiary D-Link (Europe) as intercompany lending. (7) Approved the renewal of credit lines and derivative financial product trading limits with correspondent banks. (8) Approved the cancellation and capital reduction registration of the new restricted employee shares already issued. (9) Approved the 2023 Sustainability Report Content.
2024.08.13 (13-8)	(1) Approved the evaluation of the performance assessment results of managerial officers for the 2024 mid-fiscal year of the Company. (2) Approved the appointment of the company's corporate governance officer. (3) Approved the 2024 Q2 consolidated financial statements. (4) Approved the reclassification of overdue accounts receivable (over three months) from the subsidiary D-Link (Europe) as intercompany lending. (5) Approved the renewal of credit lines and derivative financial product trading limits with correspondent banks. (6) Approved the cancellation and capital reduction registration of the new restricted employee shares already issued. (7) Approved the motion for the Company to change the stock agency to handle stock affairs.
2024.11.13 (13-9)	(1) Approved the 2025 annual audit plan. (2) Approved the 2024 Q3 consolidated financial statements. (3) Approved the 2025 estimated annual transaction amount with related parties for the purchase/sale of goods, provision of services or technical support exceeding the threshold. (4) Approved the review and performance results of the 2024 ESG strategic goals. (5) Approved the renewal of credit lines and derivative financial product trading limits with correspondent banks. (6) Approved the amendments of the "Corporate Governance Best Practice Principles". (7) Approved the amendments to the Company's "Rules and Procedures of

Date of meeting (Term and Session)	Important and Resolutions
	<p>Shareholding's Meeting."</p> <p>(8) Approved the amendments to the Company's "Rules of Procedure for Board of Directors Meetings."</p> <p>(9) Approved the amendment to the "Audit Committee Charter".</p> <p>(10) Approved the amendment to the "Regulations for Filing of Public Information".</p> <p>(11) Approved the amendment to the "Procedures for Materiality Management and Prevention of Insider Trade."</p> <p>(12) Approved the amendment to the "Corporate Division of Authority & Responsibility"</p> <p>(13) Approved the cancellation and capital reduction registration of the new restricted employee shares already issued.</p> <p>(14) Approved the amendment to the "Corporate Information Security Management Policy".</p>
114.2.26 (13-10)	<p>(1) Approved the 2024 Internal Control System Statement.</p> <p>(2) Approved the 2024 business report, parent company only and consolidated financial statements.</p> <p>(3) Approved the earnings distribution for 2024.</p> <p>(4) Approved the Company's proposal to distribute cash from capital surplus.</p> <p>(5) Approved the 2025 business plan and budget.</p> <p>(6) Approved the independence and suitability evaluation report of the CPAs appointed by the Company for 2025.</p> <p>(7) Approved the 2024 CPAs' fees for the Company's financial statements.</p> <p>(8) Approved the amendments of the company's "General Principles of Non-Assurance Services Pre-approval Policy".</p> <p>(9) Approved the Company's 2024 remuneration distributions to employees and directors.</p> <p>(10) Approved the Company's details of allocation of 2024 directors' compensation.</p> <p>(11) Approved the evaluation of managerial officers' 2024 performance results.</p> <p>(12) Approved the managerial 2025 annual performance target.</p> <p>(13) Approved the review and performance results of the 2024 ESG strategic goals.</p> <p>(14) Approved the renewal of guarantee limit for commercial paper issued by bill issuers</p> <p>(15) Approved the amendments of the "Articles of Incorporation"</p> <p>(16) Approved the definition of the Company's "grassroots employees"</p> <p>(17) Approved the amendment to the "Corporate Internal Audit Implementation Guidelines"</p> <p>(18) Approved the cancellation and capital reduction registration of the new restricted employee shares already issued</p> <p>(19) Approved the convening of the 2025 general shareholders' meeting</p> <p>(20) Approved the motion for accepting shareholder proposals related to the right of shareholders holding more than 1% of the shares in the 2025 general shareholders' meeting</p> <p>(21) Approved the Company's removal of non-competition restriction on directors</p> <p>(22) Approved the application for opening overseas accounts with banks</p>

(XI) If the director has expressed a dissenting opinion with respect to a material resolution passed by the Board of Directors in the most recent year up to the date of publication of the annual report, and said dissenting opinion has been recorded or prepared as a written declaration, disclose the principal content thereof: None.

IV. Information Regarding CPA Professional Fees

(I) CPA professional fees for in the most recent year

Unit: NTD Thousand

Accounting firm	Name of CPAs	CPA's audit period	Audit fee	Non-audit fee	Total	Remarks
KPMG Taiwan	Mei, Yuan-Chen	2024.01.01 - 2024.12.31	\$4,390	\$925	\$5,315	Non-audit fees are mainly for the audit certification for filing profit-seeking enterprise income tax returns, employee salary review service, audit certification for filing provisional income tax return, audit certification for direct deduction method of business tax, and change of registration for issuance of employee restricted shares.
	Chang, Shu-Ying	2024.01.01 - 2024.12.31				

(II) If the audit fee paid for the year of the replacement of CPA firm is less than the audit fee in the previous year, the amount and the reason for the reduction shall be disclosed: Not applicable.

(III) If the audit fee is reduced by more than 10% compared to the previous year, the amount, percentage and reason for the reduction shall be disclosed: Not applicable.

V. Replacement of CPA

(I) Information regarding the former CPAs

Date of replacement	February 27, 2024 (2024 Q1)		
Reason for replacement and explanation	KPMG Taiwan's internal rotation policy		
Describe whether the Company terminated or the CPAs terminated or did not accept the engagement (Note)	Concerned parties	CPAs	The Company
	Status		
	The engagement was terminated voluntarily.	Not applicable	Not applicable
	Declined to continue the engagement	Not applicable	Not applicable
Opinions other than unqualified opinions issued in the last two years, and the reason for such opinions	None		
Disagreement with the issuer	Yes		Accounting principles or practices
			Disclosure of financial statements
			Audit scope or procedures
			Others
	None	V	
	Description		

Other disclosures (Any matters required to be disclosed under sub-items d to g of Article 10.6.A)	Not applicable
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Note: Due to the internal rotation of the CPA firm, the CPA replacement was happened in 2024Q1.

(II) Information Regarding the Successor CPAs

Name of accounting firm	KPMG Taiwan
Name of CPAs	Mei, Yuan-Chen
Date of engagement	February 27, 2024 (2024 Q1)
Inquiries and replies regarding accounting practices or principles on certain transactions, or any audit opinions the auditors were likely to issue on the financial statements prior to engagement	Not applicable
Written disagreements from the succeeding CPAs against the opinions made by the former CPAs	Not applicable

(III) The reply letter from the former CPA regarding the Company's disclosures regarding the matters under Article 10.6.A and 10.6.B(c) of the Regulations: Not applicable.

VI. If the chairman, President, and financial or accounting manager of the Company who had worked for the independent auditor or the related party in the most recent year, the name, title, and the term with the independent auditor or the related party must be disclosed: None.

VII. Any equity transfer or change in equity pledge by a director, managerial officer, or shareholder with 10% stake or more during the most recent year or during the current year up to the date of publication of the annual report

(I) Changes in shareholdings of directors, managerial officers and major shareholders

Please refer to the Market Observation Post System (MOPS)

(<https://mops.twse.com.tw/mops/#/web/home>) under "Summary Reports > Changes in Shareholding > Summary of Directors, Supervisors, Managers, and Major Shareholders'

Shareholding/Pledging/Transfer" for information on the shareholding balances and changes of directors, supervisors, managers, and major shareholders of the company.

(II) Share Trading Information: None.

(III) Share pledge Information: None.

VIII. Relationship information among the Company's Top 10 shareholders

Base date: March 29, 2025

Name	Personal Shareholding		Spouse & Minor Shareholding		Shareholding by nominee arrangement		The appellation or name and relationship, if among the Company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another		Note
	Shares	%	Shares	%	Shares	%	Name	Relation	
SAPIDO TECHNOLOGY INC. Representative: Li, Yun-Qin	59,818,400	9.93	0	0.00	0	0.00	E-TOP Metal Co., Ltd.	Subordinate company	—
E-TOP Metal Co., Ltd. Representative: Yen, Ching-Li	28,904,189	4.80	0	0.00	70,653,510	11.73	Sapido Technology Inc.	Controlling company	—
Pu Ju Investment Co., Ltd. Representative: Hu, Xue	15,939,120	2.65	0	0.00	0	0.00	—	—	—
Yi Tong Yuan Investment Co., Ltd. Representative: Huang, Chun-Yi	10,835,110	1.80	0	0.00	0	0.00	—	—	—
The Business Department of Standard Chartered International Commercial Bank is entrusted with the custody of the investment account for the Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	6,411,584	1.06	0	0.00	0	0.00	—	—	—
HSBC (Taiwan) Commercial Bank Ltd. is entrusted with the custody of the investment account for Arcaidi Emerging Markets Small-Cap Equity Fund Ltd.	5,891,000	0.98	0	0.00	0	0.00	—	—	—
Qianjin Investment Co., Ltd. Representative: Cheng, Chi-Chih	5,434,069	0.90	0	0.00	0	0.00	—	—	—
JPMorgan Chase Bank, N.A. Taipei Branch is entrusted with the custody of the investment account for the Vanguard Emerging Markets Stock Index Fund, managed by Vanguard Group, as part of the Vanguard ETF series	5,099,400	0.85	0	0.00	0	0.00	—	—	—
Gloria Material Technology Corp. Representative: Huang, Yu Yan	5,000,000	0.83	0	0.00	0	0.00	—	—	—
Jia Hua Investment Co., Ltd. Representative: Chou, Feng-Yun	4,972,000	0.83	0	0.00	0	0.00	—	—	—

IX. The number of shares held by the Company, its directors, managerial officers, and the companies directly or indirectly controlled by the Company in the same reinvestment business, and the consolidated shareholding ratio

As of December 31, 2024 / Note 1: a limited company.

Investee Enterprise	Investment by the Company		Investment by the Directors, Supervisors, Managerial Officers and Directly or Indirectly Controlled Entities of the Company		Total Investment	
	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)
D-Link Canada Inc.	0	0.0	5,736,000	100.00	5,736,000	100.00
D-Link Systems, Inc.	48,045,007	100.00	0	0.0	48,045,007	100.00
D-Link Holding Company Ltd.	27,044,212	100.00	0	0.0	27,044,212	100.00
D-Link (Europe) Ltd.	32,497,455	100.00	0	0.0	32,497,455	100.00
D-Link AB	0	0.0	15,500	100.00	15,500	100.00
D-Link (Magyarország) Kft	0	0.0	300	100.00	300	100.00
D-Link France SARL	0	0.0	114,560	100.00	114,560	100.00
D-Link Polska Sp. Z.o.o.	0	0.0	100	100.00	100	100.00
D-Link Iberia SL	0	0.0	50,000	100.00	50,000	100.00
D-Link s.r.o.	0	0.0	100	100.00	100	100.00
D-Link (Netherlands) BV	0	0.0	50,000	100.00	50,000	100.00
D-Link Mediterraneo SRL	0	0.0	50,000	100.00	50,000	100.00
D-Link (Deutschland) GmbH	Note 1	0.0	Note 1	100.00	Note 1	100.00
D-Link (Holdings) Ltd.	0	0.0	3	100.00	3	100.00
D-Link (UK) Ltd.	0	0.0	300,100	100.00	300,100	100.00
D-Link Adria d.o.o.	0	0.0	Note 1	100.00	Note 1	100.00
OOO D-Link Russia	0	0.0	Note 1	100.00	Note 1	100.00
Success Stone Overseas Corp.	0	0.0	9,822	100.00	9,822	100.00
D-Link Holding Mauritius, Inc.	0	0.0	200,000	100.00	200,000	100.00
D-Link (India) Ltd.	0	0.0	18,114,663	51.02	18,114,663	51.02
TeamF1 Networks Private Ltd.	0	0.0	10,500	100.00	10,500	51.02
D-Link Shiang-Hai (Cayman) Inc.	0	0.0	50,000	100.00	50,000	100.00
D-Link (Shanghai) Co., Ltd.	0	0.0	Note 1	100.00	Note 1	100.00

Investee Enterprise	Investment by the Company		Investment by the Directors, Supervisors, Managerial Officers and Directly or Indirectly Controlled Entities of the Company		Total Investment	
	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)
Netpro (Shanghai) Co., Ltd.	0	0.0	Note 1	100.00	Note 1	100.00
D-Link International Pte. Ltd.	66,500,000	100.00	0	0.00	66,500,000	100.00
D-Link Korea Limited	0	0.0	330,901	100.00	330,901	100.00
D-Link Trade M	0	0.0	Note 1	100.00	Note 1	100.00
D-Link Capital Investment Co. Ltd.	0	0.0	25,000,000	100.00	25,000,000	100.00
D-Link Malaysia Sdn Bhd	0	0.0	800,000	100.00	800,000	100.00
D-Link Service Lithuania, UAB	0	0.0	1,000	100.00	1,000	100.00
D-Link Service (Ukraine)	0	0.0	Note 1	100.00	Note 1	100.00
D-Link Service (Kazakhstan)	0	0.0	Note 1	100.00	Note 1	100.00
D-Link Sudamerica SpA	199,999	100.00	1	0.0	200,000	100.00
D-Link Japan K.K.	9,500	100.00	0	0.0	9,500	100.00
D-Link Australia Pty Ltd.	1,000,000	100.00	0	0.0	1,000,000	100.00
D-Link Middle East FZE	6	100.00	0	0.0	6	100.00
D-Link Brazil LTDA.	2,964,836,727	100.00	100	0.0	2,964,836,827	100.00
D-Link Investment Pte. Ltd.	2,200,000	100.00	0	0.0	2,200,000	100.00
PT DLink System Indonesia	24,750	99.00	250	1.00	25,000	100.00
OOO D-Link Trade	0	0.0	Note 1	100.00	Note 1	100.00
T-COM, LLC	0	0.0	Note 1	40.00	Note 1	40.00
D-Link Latin-America Company Ltd.	41,000	100.00	0	0.0	41,000	100.00
D-Link Peru S.A.	0	0.0	3,500	100.00	3,500	100.00
D-Link de Colombia S.A.S.	0	0.0	1,443,605	100.00	1,443,605	100.00
D-Link Guatemala S.A.	0	0.0	99,000	99.00	99,000	99.00
D-Link Taiwan Investment Co., Ltd.	14,600,000	100.00	0	0.0	14,600,000	100.00
MiiiCasa Holding (Cayman) Inc.	0	0.0	21,000,000	28.98	21,000,000	28.98
Cameo Communications, Inc.	137,532,993	41.58	0	0.0	137,532,993	41.58
Huge Castle Ltd	0	0.0	9,329,718	100.00	9,329,718	41.58
Qianjin Investment Co., Ltd.	0	0.0	27,000,000	100.00	27,000,000	41.58

Investee Enterprise	Investment by the Company		Investment by the Directors, Supervisors, Managerial Officers and Directly or Indirectly Controlled Entities of the Company		Total Investment	
	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)
Perfect Choice Co., Ltd.	0	0.0	0	0	0	0
Luis Jo'se Investment Inc.	0	0.0	1,362,680	100.00	1,362,680	41.58
Suzhou Soarnex Technology Co., Ltd	0	0.0	Note 1	100.00	Note 1	41.58

Three. Fund raising status

I. Capital and shares

(I) Source of capital

Base date: March 31, 2025

Year Month	Issuance price	Authorized capital stock		Paid-in capital		Remarks		
		Shares (thousand shares)	Amount (NTD thousand)	Shares (thousand shares)	Amount (NTD thousand)	Source of capital	Capital increased by assets other than cash	Other
2006.08	10	880,000	8,800,000	675,378	6,753,780	Capital increase of NTD 119,432 thousand from earnings Capital increase of NTD 65,000 thousand from employees' bonuses Capitalization of capital reserves NTD 477,729 thousand	—	August 21, 2006 Department of Commerce, No. 09501184120
2006.11	10	880,000	8,800,000	663,378	6,633,780	NTD 120,000 thousand cancellation of treasury stock	—	November 28, 2006 Department of Commerce, No. 09501266710
2007.08	10	880,000	8,800,000	683,846	6,838,456	Capital increase of NTD 132,676 thousand from earnings Capital increase of NTD 72,000 thousand from employees' bonuses	—	August 14, 2007 Department of Commerce, No. 09601196230
2007.11	10	880,000	8,800,000	547,076	5,470,765	Capital decrease in cash NTD 1,367,691 thousand	—	November 21, 2007 Department of Commerce, No. 09601286290
2008.08	10	880,000	8,800,000	565,218	5,652,180	Capital increase of NTD 109,415 thousand from earnings Capital increase of NTD 72,000 thousand from employees' bonuses	—	August 19, 2008 Department of Commerce, No. 09701205030
2009.09	10	880,000	8,800,000	647,580	6,475,803	Capital increase of NTD 823,623 thousand from earnings	—	September 8, 2009 Department of Commerce, No. 09801206030
2014.10	10	880,000	8,800,000	635,580	6,355,803	NTD 120,000 thousand cancellation of treasury stock	—	October 17, 2014 Department of Commerce, No. 10301214590
2014.10	10	880,000	8,800,000	647,756	6,477,557	Capital increase of NTD 121,755 thousand from earnings	—	October 17, 2014 Department of Commerce, No. 10301214590
2015.09	10	880,000	8,800,000	678,803	6,788,032	Capital increase of NTD 155,237 thousand from earnings Capital increase by capital surplus NTD 155,237 thousand	—	September 2, 2015 Department of Commerce, No. 10401179680
2015.11	10	880,000	8,800,000	676,996	6,769,962	NTD 18,070 thousand cancellation of treasury stock	—	November 27, 2005 Department of Commerce, No. 10401253760
2016.04	10	880,000	8,800,000	651,996	6,519,962	NTD 250,000 thousand cancellation of treasury stock	—	April 7, 2016 Department of Commerce, No. 10501064990
2021.10	10	880,000	8,800,000	599,836	5,998,365	Capital decrease in cash NTD 521,597 thousand	—	October 5, 2021 Department of Commerce, No. 11001171690
2023.10	10	880,000	8,800,000	602,836	6,028,365	Employee restricted shares increase NTD 30,000 thousand	—	October 30, 2023 Department of Commerce, No.

								11230197070
2024.03	10	880,000	8,800,000	602,655	6,026,555	Cancellation of employee restricted shares NTD 1,810 thousand	—	March 22, 2024 Department of Commerce, No. 11330041410
2024.06	10	880,000	8,800,000	602,516	6,025,164	Cancellation of employee restricted shares NTD 1,390 thousand	—	June 7, 2024 Department of Commerce, No. 11330089930
2024.09	10	880,000	8,800,000	602,451	6,024,514	Cancellation of employee restricted shares NTD 650 thousand	—	September 12, 2024 Department of Commerce, No. 11330159410
2024.12	10	880,000	8,800,000	602,427	6,024,274	Cancellation of employee restricted shares NTD 240 thousand	—	December 13, 2024 Department of Commerce, No. 11330211670
2025.03	10	880,000	8,800,000	602,368	6,023,680	Cancellation of employee restricted shares NTD 594 thousand	—	March 17, 2025 Department of Commerce, No. 11430036360

Type of shares	Authorized capital stock			Remarks
	Issued shares	Un-issued shares	Total	
Common stock	602,368,073 shares	277,631,927 shares	880,000,000 shares	TWSE listed stocks

Information about the general declaration system: Not applicable.

(II) List of major shareholders

Base date: March 29, 2025

Name of major shareholder	Shares	Total Shares Owned	Shareholding ratio (%)
SAPIDO TECHNOLOGY INC.		59,818,400	9.93%
E-TOP Metal Co., Ltd.		28,904,189	4.80%
Pu Ju Investment Co., Ltd.		15,939,120	2.65%
Yi Tong Yuan Investment Co., Ltd.		10,835,110	1.80%
The Business Department of Standard Chartered International Commercial Bank is entrusted with the custody of the investment account for the Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds		6,411,584	1.06%
HSBC (Taiwan) Commercial Bank Ltd. is entrusted with the custody of the investment account for Arcadi Emerging Markets Small-Cap Equity Fund Ltd.		5,891,000	0.98%
Qianjin Investment Co., Ltd.		5,434,069	0.90%
JPMorgan Chase Bank, N.A. Taipei Branch is entrusted with the custody of the investment account for the Vanguard Emerging Markets Stock Index Fund, managed by Vanguard Group, as part of the Vanguard ETF series		5,099,400	0.85%

Gloria Material Technology Corp.	5,000,000	0.83%
Jia Hua Investment Co., Ltd.	4,972,000	0.83%

(III) Company dividend policy and implementation

1. Dividend policy:

In order to accommodate the overall environment and industrial growth characteristics, and to accommodate the Company's long-term financial planning, attract domestic and foreign outstanding talent, and pursue corporate sustainability, the Company adopts a residual dividend policy.

According to the Articles of Incorporation, the Company's annual final accounts, if there is any earning, shall be distributed in the following order: 1. Paying taxes. 2. Offsetting accumulated losses. 3. Appropriation of 10% as legal reserves. 4. Special surplus is appropriated or reversed in accordance with laws or regulations or the competent authority. 5. If there is still surplus after deducting the balance referred to above, the remaining amount plus the accumulated undistributed earnings shall be distributed in the form of new shares after being proposed by the Board of Directors. The total amount of bonus to shareholders shall not be less than 30% of the distributable earnings for the year. According to Article 240 and Article 241 of the Company Act, the Company authorizes the Board of Directors to distribute dividends, bonuses, or legal reserve or capital reserve in whole or in part in cash with the attendance of at least two-thirds of the directors and the resolution of at least half of the attending directors, and report to the shareholders' meeting.

Dividend types: The Company's capital budget plan is to distribute stock dividends to retain the required funds, and the remainder may be distributed in cash dividends, but the cash dividends shall not be less than 10% of the total dividends.

2. Proposed dividend distribution by the shareholders' meeting:

- (1) The Company's 2024 dividend distribution was approved by the Board of Directors on February 26, 2025. A cash dividend of NTD 0.0715 per share will be distributed to shareholders based on the shareholder registry as of the dividend record date, and the distribution will be reported at the general shareholders' meeting on May 27, 2025.
- (2) In addition, the Company plans to distribute a cash dividend of NTD 0.0285 per share from the capital surplus arising from the issuance of common shares at a premium. This distribution was also approved by the Board of Directors on February 26, 2025 and will be based on the number of shares held by shareholders on the dividend record date. The distribution will be reported at the general shareholders' meeting on May 27, 2025.

(IV) Effects of the intended stock grants on the operating performance and earnings per share of the Company for the year: Not applicable.

(V) Remuneration to employees and directors

1. The percentages or ranges with respect to employees' and directors' remuneration, as set forth in the Articles of Incorporation:

The Company shall distribute 1% to 15% of its current year's profit as remuneration to employees and no more than 1% of its current year's profit as remuneration to directors. However, where there are cumulative losses, the Company shall first set aside the reserve amount.

2. The basis for estimating the amount of remuneration of employees and directors, for calculating the number of shares to be distributed as stock bonuses, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:

The remuneration to employees and directors is based on the amount of the Company's

pre-tax net income in each period deducted by the remuneration to employees and directors multiplied by the distribution ratio of employees' and directors' remuneration as set forth in the Articles of Incorporation, and is recognized as operating costs or operating expenses for the period. If the actual amount resolved by the Board of Directors differs from the estimated amount, it will be treated as a change in accounting estimate and recognized as gains and losses in the next year.

3. Distribution of remuneration approved by the board:

- (1) The amount of remuneration to employees and directors distributed in cash or in stock:
The Board of Directors on February 26, 2025 approved the distribution of remuneration to employees and directors of NTD 3,081,256 and NTD 308,126, respectively in cash.
- (2) The amount of employee remuneration distributed in stocks and its ratio to the net profit after tax in the parent company only or individual financial statements and the total amount of employee remuneration: Not applicable.

4. The actual distribution of employees' and directors' remuneration in the previous year (2023) (including the number of shares distributed, the amount and the price of the shares), and any discrepancy between the actual distribution and the recognized employees' and directors' remuneration, the amount, causes and treatment of the discrepancy:

The actual amount of remuneration to employees and directors for 2023 was NTD 31,380,941 and NTD 3,138,094, respectively, which were not different from the amount proposed by the Board of Directors.

(VI) Buyback of shares by the company: None.

II. Implementation of corporate bonds: None.

III. Issuance of preferred shares: None.

IV. Overseas depository receipts: None.

V. Status of New Restricted Employee Shares

(I) Issuance of New Restricted Employee Shares

2025.3.31

Restricted Stock Awards Type	2022 1st restricted stock options for employees
Declaration effective date and total number of shares	2022/11/30; 6,000,000
Issuance date	2023/09/25
The number of issued employee restricted shares	3,000,000
Number of employee restricted shares to be issued	3,000,000
Issuance price	0
The ratio of the number of issued employee restricted shares to the total number of issued shares (%)	0.5%
Vesting conditions for the employee restricted shares	<p>After the RSAs are granted to employees according to the “Regulations Governing the Issuance of RSA 2022”, the employees must still be employed by the Company before the following vesting periods, and must meet the annual personal performance evaluation results reaching B+ or above, and must comply with the service principles, never violate the Company's labor contract, work rules, non-competition agreement, and non-disclosure agreement, or the Company's contract with the Company, and the percentage of shares that meet the vesting conditions can be achieved as follows:</p> <ol style="list-style-type: none"> 1. One year after the allotment: 40% of the number of shares allotted, and the conditions of B+(including) or above of the annual personal performance appraisal must be met. 2. Two years after the allotment: 30% of the number of shares allotted, and the conditions of B+(including) or above of the annual personal performance appraisal must be met. 3. Three years after the allotment: 30% of the number of shares allotted, and the conditions of B+(including) or above of the annual personal performance appraisal must be met. 4. If the time above is on a holiday, the actions will be postponed to the next business day.
The restricted rights of the employee restricted shares	<ol style="list-style-type: none"> 1. Prior to meeting the vesting conditions, employees who are granted employee restricted shares may not sell, pledge, transfer, gift, assign, or otherwise dispose of such shares, except through inheritance.

	<p>2. Before the vesting conditions are met, the granted restricted employee shares carry the same shareholder rights as the Company's issued common shares—including the rights to attend shareholders' meetings, submit proposals, speak, vote, and participate in elections. These rights are executed in accordance with the trust custody agreement.</p> <p>3. Before the vesting conditions are met, employees do not enjoy rights to earnings distribution, including but not limited to dividends, bonuses, statutory surplus, and capital surplus. Related rights and distributions are executed in accordance with the trust custody agreement.</p> <p>4. During statutory or relevant book closure periods—such as for stock dividends, cash dividends, cash capital increases, or shareholders' meeting record dates (as per Article 165, Paragraph 3 of the Company Act)—and up to the record date for rights distribution, the release schedule and procedures for vested shares will be carried out in accordance with the trust custody agreement or relevant legal provisions.</p> <p>5. In the event of a non-statutory reduction of capital, such as cash reduction, during the vesting period, the restricted employee stock units should be canceled proportionally to the reduction. In the case of a cash capital reduction, the refunded cash will be placed in trust. Such funds will only be disbursed to employees after the vesting conditions and period are fulfilled. If the vesting conditions are not met within the vesting period, the Company reserves the right to reclaim the refunded cash.</p>
Custody of the employee restricted shares	Convey to trust for custody
Disposition of an employee being unable to meet the vesting condition after being awarded or subscribing the new shares	<p>1. If an employee who has been allocated or subscribed to restricted employee shares fails to meet the vesting conditions—such as no longer being employed on the vesting date, violating the Company's employment contract, work rules, non-compete or confidentiality agreements, or other major breaches of agreements with the Company, or failing to meet personal performance evaluation indicators or engaging in acts that lead to revocation, termination, or cancellation of the Company's authorized representation as stipulated in Article 5, Paragraph 8 of this policy—the Company reserves the right to immediately reclaim such unvested restricted shares without compensation and proceed with cancellation.</p> <p>2. During the vesting period, if the employee voluntarily</p>

	resigns, is dismissed, laid off, retires, or passes away, any previously granted shares that have not yet vested will also be reclaimed without compensation and canceled.
The number of employee restricted shares retrieved or repurchased	468,400
The number of employee restricted shares satisfying the conditions	0
The number of employee restricted shares not yet satisfying the conditions	2,531,600
The ratio of number of employee restricted shares not yet satisfying the conditions to the total shares issued (%)	0.5%
Impacts on the shareholder equity	These new shares have limited impact on the possible diluted earnings per share, there is no significant impact on the shareholders' equity.

(II) List of the names and acquisition details of the Company's managers and the top 10 employees (in terms of quantity) who received restricted employee shares as of the date of the annual report publication.

2025.3.31

	Title	Name	The number of new restricted employee shares acquired	The ratio of number of restricted employee shares acquired to the total issued shares (%)	Conditions satisfied				Conditions not yet satisfied		
					The number of vested restricted shares	Issuance price amount	Issuance price amount	The ratio of number of vested restricted shares to the total issued shares (%)	The number of unvested restricted shares	Issuance price amount	Issuance price amount
Managerial Officers	Chairman/Chief Strategy Officer	Victor Kuo									
	CEO	CJ Chang									
	Senior Vice President	Sara Cheng (Note 1)									
	CFO	Joanne Chen									
	Vice President	Kevin Chung									
	Director	Claire Chou									
	Assistant Vice President	Laroché Hsieh (Note 2)	504,000	0.08	258,600	0	0	-	245,400	0	0.05
Employee	Corporate Governance Officer	IC Hsu (Note 3)									
	Corporate Governance Officer	Wynne Ho (Note 4)									
	Senior Director	RC Luo									
	Senior Director	CC Chiang									
	Senior Director	Howard Kao									
	Deputy Director	YL Hsiao									
	Deputy Director	PK Feng	649,000	0.11	287,800	0	0	-	361,200	0	0.06
	Deputy Director	YH Lin									
	Deputy Director	JM Cheng (Note 5)									
	Deputy Director	CW Chen									

Four. Operation Overview

I. Business Activities

(I) Business Scope

1. The main business of the Company

The Company sells enterprise and industrial use, consumer user, and telecommunication system, equipment, and components for telecommunication. In recent years, the Company has also developed cloud applications, multiple management platforms, and smart home, smart business, smart industry, smart care, and other application services solutions.

2. Revenue distribution of main products

Unit: NTD Thousand

Product	The Company		Consolidated Company	
	2024 sales amount	As a percentage of annual revenue (%)	2024 sales amount	As a percentage of annual revenue (%)
Switch and Security products	2,711,381	59.30	6,244,551	43.38
Wireless and IoT products	721,722	15.78	1,378,663	9.58
Mobile and Broadband products	869,584	19.02	1,814,068	12.60
Others	269,799	5.90	4,957,761	34.44
Total	4,572,486	100.00	14,395,043	100.00

3. Current main products

➤ Commercial Product Line

- (1)**Switches:** In response to the growing demand for Wi-Fi 6E/7 wireless products, the Company has launched the 10G PoE managed switches DXS-3130 series and the 2.5G PoE smart switches DMS-1250 series, making them the best network solutions for enterprise and campus environments when paired with enterprise wireless access points. With the product generation update, a new product line, the DQS-5000 series, has been introduced, which includes switches designed for both enterprises and small to medium-sized businesses, featuring 25G with 100G uplink micro data center switches. All smart and managed switches support centralized network management via the standard SNMP protocol through the D-View 8 management platform.
- (2)**Enterprise Access Point (EAP):** The Company has launched Wi-Fi 6 indoor ceiling-mounted and outdoor enterprise wireless base stations. These not only support standalone usage but also integrate with Nuclias Connect (DNH-100/DNC-100), allowing customers to easily implement a centralized management solution for their EAPs.

➤ Home Product Line

- (1)**Home Wireless Routers:** The Aquila Pro AI series (M30, M60, and E30) has entered

mass production and sales, mainly targeting the Wi-Fi 6 160MHz market. The new generation of wireless USB network cards (AN3U, AC13U, AX9U, AX18U) has also been mass-produced and launched, forming an integral part of the complete consumer product solution. The Company is also actively planning and developing a new generation of Wi-Fi 7 320MHz products.

(2) **Digital Cameras (IP Cam) and Internet of Things (IoT):** To meet the needs of smart home applications and remote caregiving for smart homes, the Company has developed AI functionality. IoT devices now support the Matter protocol, ensuring compatibility with third-party Matter Controllers and enhancing convenience and interoperability across smart ecosystems. The Company is also collaborating with service application providers to offer Cloud-to-Cloud services, integrating digital cameras (IP Cam) and IoT devices via real-time information presentation and remote equipment management. This increases the application range of cloud services.

(3) **4G Mobile Broadband Products:** In addition to portable 4G Mi-Fi and USB adapter products, the Company offers low-end 4G models with Wi-Fi N300 and high-end Cat-6 LTE models with Wi-Fi 6. As 5G infrastructure gradually becomes more widespread, the Company has launched home-use 5G Wi-Fi 6 AX3000 CPEs, which have obtained certification from major telecom operators in North America. Additionally, an outdoor 5G ODU product has successfully entered the telecom market. This product features an IP67 protection rating and an optional high-gain external antenna, making it an essential solution for telecom providers to deploy FWA services in remote areas.

➤ **Industrial Product Line**

(1) **M2M Industry Application:** The Company has launched industrial-grade networking devices designed for M2M (Machine-to-Machine) applications, providing seamless connectivity in various specialized environments. These devices support both LTE/5G networks and offer Ethernet and Wi-Fi connectivity options. They also support traditional serial communication and Modbus industrial communication protocols, achieving true IT/OT integration for industrial applications. By enabling devices across industries to connect to the internet, data and status can be collected and monitored in real-time. Integrated with the D-ECS cloud management platform, the solution provides a complete wireless connectivity package for industrial applications. The Company has real-world application cases in Europe, the United States, and Southeast Asia.

➤ **Cloud service platform**

Building on the existing D-Link cloud service platform, the Company implements unified management, monitoring, access, and sharing of network applications across consumer (mydlink), commercial (Nuclias/D-View), and industrial (D-ECS) products. This solution offers home users, small and medium-sized enterprises, and system service providers a more convenient cloud management platform, helping to save infrastructure costs and deployment time. It also enhances the value of the Company's various product lines. Additionally, the introduction of a service fee model will help increase the Company's revenue and ensure the stable operation of the platform, moving toward sustainable business growth.

4. New products and technologies development

➤ **Commercial Product Line**

- (1)**Switches:** As the adoption of 2.5G LAN on Motherboard and Wi-Fi 6/6E wireless products continues to rise, the Company's entire switch product line—from unmanaged switches (DMS-1000 series) and smart switches (DMS-1250 series) to managed switches (DMS-3130 series)—now includes 2.5G models. This allows for a seamless upgrade of network bandwidth from 1G to 2.5G, making it an ideal backbone solution for residential complexes, shopping malls, businesses, and campuses. In response to the growing demand for Wi-Fi 7 wireless products, the Company has launched 10G PoE managed switches (DXS-3130 series) and smart switches (DXS-1250 series), which offer optimal network performance for enterprise and campus environments. Additionally, with the increasing need for higher bandwidth for enterprise data access, the Company has introduced the 25G Micro Data Center switches (DQS-5000 series). These, when paired with existing aggregation and edge switches, provide a robust backbone network for businesses of all sizes. All smart and managed switches support centralized management via the standard SNMP protocol through the D-View8 management platform. The Company has also introduced local network management solutions for medium to large-scale deployments (Nuclias Connect) and cross-regional network management solutions (Nuclias Hyper), covering a wide range of network application environments.
- (2)**Enterprise Wireless Access Points (EAP):** The Company will soon launch the new Wi-Fi 7 indoor AX9560 commercial access point (model DAP-E9560). Users can choose between standalone operation or integration with the Nuclias Connect or Nuclias Hyper management platforms, providing a simple and efficient wireless management solution for commercial environments.

➤ **Home Product Line**

- (1)**Home Wireless Routers:** Development is underway for tri-band and dual-band Wi-Fi 7 routers. These routers not only inherit the intelligent features of the AQUILA PRO AI series but also integrate 2.5Gbps Ethernet interfaces. They support Multi-Link Operation (MLO), enabling devices to transmit and receive data across different frequency bands and channels simultaneously. With support for 2.4GHz, 5GHz, and 6GHz bands, users will experience low-latency and high-bandwidth network performance. For the Wi-Fi 6 product line, the Company is expanding its offerings to meet the evolving needs of smart homes and smart buildings. This includes integrating with the Matter ecosystem and leveraging the Thread communication standard to create stable, flexible, and scalable mesh networks for IoT devices.
- (2)**IP Cameras and Internet of Things (IoT):** To meet the demands of smart home applications and remote care solutions, the Company has incorporated AI-powered features into its products. Additionally, Cloud-to-Cloud service integration has been enabled. A new centralized monitoring system has been developed, allowing users to remotely monitor the status of devices and household members in real-time. In addition to existing cloud services for end users, the platform now also supports integration with specialized services, broadening both the scope and target audience of its offerings. IoT devices now support the Matter protocol, ensuring compatibility with third-party Matter Controllers and enhancing convenience and interoperability across smart ecosystems.
- (3)**Mobile Broadband Products:** The Company offers a comprehensive range of

LTE/5G mobile broadband devices, including current LTE 4G USB Dongles, MiFi routers, and CPE devices. It has also launched 5G-NR ODU devices that comply with 3GPP R16 specifications, featuring integrated Wi-Fi 6 AX3000/AX6000 and 5G CPE wireless mesh capabilities. Looking ahead, the Company plans to launch new 5G CPE devices and 5G Rel. 16 USB dongles equipped with the latest Wi-Fi 7 technology in early 2025, aiming to meet the diverse requirements of telecom operators and retail markets.

➤ **Industrial Product Line**

- (1) **M2M Industrial Applications:** The Company has launched a range of industrial-grade networking devices designed for M2M (Machine-to-Machine) applications, enabling seamless connectivity across various vertical industries. These products support both LTE/5G networks and offer Ethernet and Wi-Fi connectivity options. By enabling devices in diverse industries to connect to the internet, data and device status can be collected and monitored in real-time. When integrated with the D-ECS cloud management platform, the solution offers a comprehensive wireless connectivity package for industrial applications. The solutions have been successfully deployed worldwide in applications such as public transportation systems, EV charging stations, digital signage in shopping malls, and urban bike-sharing systems.
- (2) **Industrial-Grade Switches:** The Company has introduced a full range of industrial-grade switches, including unmanaged switches, L2 managed switches, and L3 managed switches. These products come equipped with high-speed fiber-optic network interfaces and support industry-standard redundancy protocols for ring network topology. When paired with D-Link's proprietary 4G/5G industrial networking devices, they provide a robust and flexible solution suitable for a wide variety of demanding vertical applications.

➤ **Cloud service platform**

The Company promotes a new platform cloud integration plan and adopts a hybrid cloud strategy. This approach not only enhances flexibility and cost-effectiveness but also deeply integrates AI and machine learning (ML) technologies into cloud computing. Additionally, a next-generation monitoring system has been introduced, significantly optimizing resource allocation and operational efficiency. Not only can it realize the automation of resource management, but also ensure the optimal allocation and further enhance the security of cloud data. The introduction of a serverless architecture not only simplifies the development and deployment of applications, but also enables faster and more flexible innovation applications. Furthermore, by incorporating an edge computing framework, data processing is moved closer to the source, effectively reducing latency and significantly enhancing the user experience.

(II) Industry overview

1. The industry's current state and development

(1) Regional network

Due to the low cost and easy installation, Ethernet is still the main network used for regional network deployment above the access layer around the world. With the evolution of mobile network technology and the greater frequency demand, the core network architecture of telecommunication service providers in various countries has gradually turned to 25G/100G switch (DQS-5000 series). 2.5G Switches are gradually

replacing traditional Gigabit Switches as the new standard. Customers can use the existing internet cables Cat5 to enjoy faster bandwidth, and Wi-Fi 6 can also be powered through 2.5G PoE switch to increase the demand for 2.5G switch.

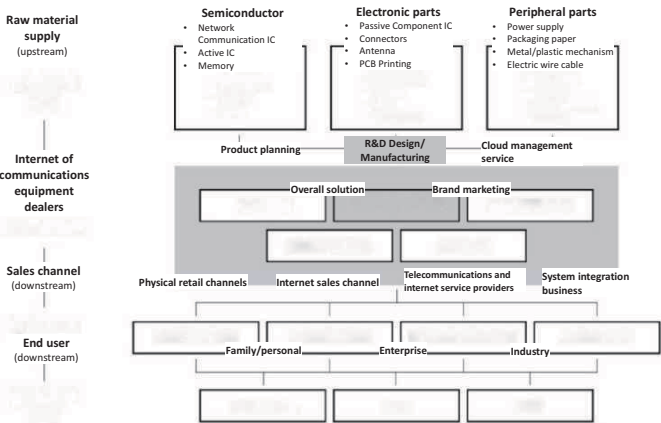
The popularity of mobile Internet has partially compensated for the problem of the inability of regional wired network backbone to be constructed. In addition, the network speed provided by 5G mobile communication network has also accelerated the replacement of outdated wired network. In terms of home network, the demand for wireless router replacement is further increased due to the change of consumer habits. In addition to the faster, more stable, and easier to set up, the concept of the home wireless network without dead spots and the combination of simple, modern, and customer-friendly external design, plus the various voice assistants, wireless routers are more dynamic and integrated into the life at home, which is expected to drive a wave of replacement.

With the Matter specification strongly dominated by Amazon, Google, and Apple, the trend of home-use IoT related products will continue to be launched, and the promotion of various applications such as Home Care and Home Automation will drive the market demand in this industry in the next few years.

(2) Pan-International Internet

Currently, the advancement of fiber-optic fiber optical media for broadband network is accelerating. The passive fiber-optic network (PON) technology is booming (EPON, GPON, GON, and 10G PON). With the gradual penetration of Wi-Fi 6/6E/7 and mobile 5G, the advantage of 10G PON, with its 10 times the upper and lower transmission speed and support for Mobile Backhaul, has become the mainstream in the network market. The Company will continue to develop the XGSPON product line, particularly focusing on XGSPON modems. Additionally, it is promoting a Two-box home network solution by integrating Wi-Fi Mesh products. In addition to the needs of telecommunication service providers, the Company also began to work with third-party partners to plan and develop related products.

2. The correlation among the upstream, midstream and downstream industries:



3. Development trends and competition of products

(1) Innovation results and core values in the last three years

A. After years of effort in the development of cloud networking, the Company has developed a variety of cloud solutions

The Company has been developing the “Nuclias Connect” platform since the MWC in 2019, and has been providing management solutions for the network communication industry. In recent years, through continuous refinement of platform functions and business application integration, new business access points, smart and management switches, and Nuclias Connect have been added to better meet the needs of users. This platform is designed for small and medium businesses, integrates switches, wireless base stations, and other network equipment, and provides a simple, direct, and self-managed network environment.

The centralized control platform of Nuclias Connect enables customers to deploy and manage wireless regional networks quickly, while meeting the requirements of high-level technical background and remote control capabilities. This platform not only significantly reduces the cost of deployment and maintenance, but also helps enterprises improve management efficiency and speed of digital transformation.

In addition, years of experience in D-Link home cloud mydlink, the integration of AIoT technology, automated schedule and geolocation functions, to achieve high-level smart home management. At the same time, the Company relies on Thread network protocol and WebRTC streaming technology to build a low latency and highly stable equipment network environment, and fully supports the Matter smart home standard to ensure the seamless compatibility between multiple brands and equipment. In addition, the cloud control function of the serial products further improves the operating efficiency and data synchronization capability, so that the smart home applications can be more stable and reliable. Moreover, this program can also be applied to home care services, to expand the overall solution of cloud service platforms, and to satisfy the diverse needs of users.

B. D-Link Security Monitoring Solution

The solution for mydlink service is based on the core of surveillance (monitoring equipment), integrating the existing switchboard, IoT, and Software as a service cloud platform, so that customers can choose, purchase, and operate and maintain the security control equipment system more conveniently and simply, which can greatly save the time and cost of users. The products of the same brand can also be used to avoid the compatibility problem, and provide users with a safer and more stable monitoring environment.

In addition, the years of experience in D-Link home cloud mydlink have also triggered the C2C service. Through the cloud cooperation of different network service providers, the service providers can also provide fee-based services. In 2024, the advanced AI image analysis technology will be introduced to monitor products, and the IoT Matter equipment will be used to add value-added services such as smart home applications and home care, etc., to further expand the complete solution of products.

C. Application of LTE/5G high-end technology products

The Company provides various devices for LTE/5G mobile communication bandwidth for users of mobile operators. In addition to the existing LTE 4G Cat4/Cat6 AX1500 CPE products, the Company has also announced the support of 5G-NR 3GPP R16 specifications and ODU, integrated Wi-Fi 6 AX3000/AX6000 and 5G CPE series with wireless mesh functions, in order to satisfy the needs of different levels of

telecommunication operators. In the future, the Company will be able to connect to the Internet through various end products at any time and anywhere, to experience the true high-quality mobile network and entertainment.

(2) Competition of products

The main players of high-end network products are the US network giants. The international big firms are leading in the core technology of network, and the Company's strength is in the switch products of network aggregation and edge. In terms of corporate network, the main competitors include Cisco and HP. As the Company has been cultivating in the field of Ethernet network for many years, it has established a complete ecological chain, including product software and hardware R&D, production, technical support, customer education and training, etc. Although it is facing the threat of low-price Chinese manufacturers, it is still quite competitive. The rapid development of low-price brands such as TP-Link in China and emerging nations in wireless network, low-end switch and broadband network, has made the retail/telecommunications market suffering from price competition. In addition to reducing costs in the consolidated supply chain, the Company will also deepen its technology and services to gain the recognition of customers and avoid the red sea price war.

(III) Technologies and Recent R&D Efforts

1. R&D expenditure in the last two years

Unit: NTD Thousand

Year	The Company	Consolidated Company
2024	391,332	759,542
2023	404,967	728,340

2. Successfully developed technologies or products

The Company has recently introduced various upgraded, enhanced, and innovative products across its core commercial, industrial, and consumer product lines. Noteworthy recent launches include: 2.5G/10G smart switches, designed to optimize enterprise wireless deployment solutions; AQUILA PRO AI wireless mesh network routers, bridges, and access points; Multifunctional wireless broadband 4G/5G routers, expanding into various industrial IoT applications; High-definition IPCAM, along with a variety of smart home peripherals and cloud-based network management platforms.

Year	Item
2011	<ul style="list-style-type: none"> (1) The online multimedia support network of smart TV related functions such as D-Link Boxee Box, D-Link Yahoo Box and D-Link Android Box, and the OTT (over-the-top) service, touch game and online community functions. (2) Switch to the new generation of 10G data center. (3) mydlink online security monitoring technology for iPhone, iPad and Android Phone. (4) HD Wireless Router (HD Media Router) supports high-definition video and audio wireless transmission. (5) The Smart Antenna wireless base supports a longer transmission distance. (6) Supporting the Intel Wireless Display to transmit the wireless signal to the TV. (7) USB3.0 card and inverter.
2012	<ul style="list-style-type: none"> (1) The Hybrid Network power line wireless router and wireless base stations, and supports 802.11n wireless network and power line network, with the highest transmission speed of 300Mbps (wireless) / 500Mbps (power line). (2) 802.11ac wireless router, AP, USB/PCIE wireless network card. (3) mydlink cloud network product series cloud route, cloud storage, cloud monitoring. (4) Cloud route, cloud storage, cloud monitoring and various Apps for smartphones and tablets (5) mydlink solution for commercial cloud service. IVS webcam.
2013	<ul style="list-style-type: none"> (1) Baby Cam series - IPCAM for Baby Care. (2) High sensitivity nightcape series IPCAM. (3) 11ac+3G+IP Cam portable mobile router. (4) mydlink shareport mobile device integrated data access App. (5) D-store chain industry solution. (6) Launch 11ac version for all wireless devices.
2014	<ul style="list-style-type: none"> (1) Smart IoT: The series of smart home connected with the cloud and mydlink cloud platform, which provides wireless, safe, and complete solutions for energy saving, and the mydlink Home App is seamlessly operated. (2) Update the Web UI diagram and label of the interface device, and set up mydlink lite, mydlink home and QRS App easily. (3) The smart home network of LTE is leading the world's LTE CAT6 (300Mbps), and the OSGi JAVA open platform of 11ac 3x3 router provides VoLTE and Wi-Fi calling voice service. (4) Facebook Wi-Fi to login Facebook fan page is free to use and Wi-Fi service is available. Facebook service is used to enhance interaction with customers. (5) Solution for the certification of enterprise BYOD.
2015	<ul style="list-style-type: none"> (1) Enterprise cloud (nuclias) service platform and enterprise cloud (nuclias) equipment. (2) The new generation high power output PoE switch and metropolitan Ethernet switch. (3) mydlink Home series services and products. (4) New Generation 11ac Wave2 router. (5) 4G LTE machine-to-machine (M2M) and automotive communication module.
2016	<ul style="list-style-type: none"> (1) Apple HomeKit certification 180° IP-CAM (2) Wave 2 MU-MIMO AC1900/2600 (3) Business Cloud for telecommunication. (4) Launched smart industrial switchboard. (5) tri-frequency AP with Smart Antenna function.
2017	<ul style="list-style-type: none"> (1) Insert the mesh into the switch and router. (2) New generation digital camera products such as LTE, battery, dual lens, etc. (3) AI related technologies such as facial recognition are applied to digital camera products.

Year	Item
	(4) 5G Generation product planning and vertical market exploration.
2018	<ul style="list-style-type: none"> (1) Data center switches. (2) The Nuclias enterprise cloud management system supports Hot Spot AP, switches, and cameras. (3) 5G mobile communication bandwidth increase router, 5G Small Cell technology discussion. (4) The Company has developed a complete solution for vertical integration of artificial intelligence, face recognition, vehicle recognition, cameras, network storage, 4G routers, cloud management systems, and fee collection systems. (5) Mesh home wireless router, and safety protection home wireless router. (6) Complete smart home solutions.
2019	<ul style="list-style-type: none"> (1) Cloud switch. (2) 2.5Gbps smart switches. (3) The new generation of Covr Series network router for mesh wireless network. (4) Supporting the door and window sensors of Amazon Echo Plus, action detection sensors and smart switches. (5) LTE M2M VPN/Wi-Fi wireless router. (6) 5G NR wireless router and MiFi (sub-6GHz).
2020	<ul style="list-style-type: none"> (1) Wireless router using 802.11ax wireless standard (Wi-Fi 6). (2) The Company will provide a full range of solutions for a number of 5G mobile communication wireless routers, including DWP-1020 5G outdoor CPE, DWR-978 5G wireless router, and DWR-2101 5G Wi-Fi 6 wireless transceiver. (3) The new solution for measuring body temperature, DCS-9500T. (4) EasyMesh™ dual frequency wireless router COVR-1100. (5) New smart switch: DTS-1210 series and DGS-1520 series. (6) DCS-8526LH Full HD rotary wireless network camera. (7) DSP-W320 outdoor wireless intelligent socket.
2021	<ul style="list-style-type: none"> (1) Launched the Eagle Pro AI series wireless transceiver, including the Wi-Fi 6/5/4 product series. In addition to wireless transceiver functions, it also combines many AI analyses to provide users with more home network usage conditions. (2) Introduce Multi-G smart network switch to meet the needs of different speeds. (3) The introduction of Wi-Fi 6 generation mobile communication network sharing device, combined with the EasyMesh function and the Eagle PRO AI function, not only allows users to share with wired network, but also expands the scope of sharing via the EasyMesh function under the mobile communication sharing mode. (4) The new generation of 5G mobile sharing devices, with the introduction of new chips, are designed for outdoor and indoor uses. The new generation of 5G mobile communication gateway for industrial uses is also introduced. In the era of emerging 5G applications, there are corresponding models to meet the needs. (5) Launched the new generation of IP Cam solutions, collected product lines, and launched the latest solutions from Taiwanese chip manufacturers to meet market demand.
2022	<ul style="list-style-type: none"> (1) The peripheral Wi-Fi-6 USB Dongle DWA-F18, which cooperates with Meta in VR products, completely frees up the VR wired usage ecosystem through wireless data transmission and completely liberates the spatial application freedom of VR. (2) Launched various series of Multi-G switch solutions. (3) Nuclias Cloud platform service and VPN network security switch generation update solution. (4) 5G mobile communication products are updated to solutions that meet 3GPP R16, and technical combinations with Wi-Fi 6 are conducted.

Year	Item
	(5) Plan for the establishment of cloud platform service C2C business model.
2023	<p>(1) The consumer products have successively launched the AQUILA PRO AI series, including Wi-Fi 6 AX3000 M30 and AX6000 M60 home wireless routers. Combined with the Aquila APP, the home wireless network coverage can be easily and quickly extended through D-Link Mesh technology.</p> <p>(2) New products for commercial switches and commercial wireless transmitters have been introduced, including 2.5G DMS-1250 smart switches series, which can be equipped with the new DAP-X3060 WiFi6 indoor AX3000 wireless transmitter for corporate or campus network use, and can be managed and configured through the Nuclias Connect network management software.</p>
2024	<p>(1) Consumer Products: A series of wireless USB network cards have been launched, including Wi-Fi 4 N300 AN3U, Wi-Fi 5 AC1300 AC13U, Wi-Fi 6 AX900 AX9U, and AX1800 AX18U models. This comprehensive product line offers consumers a wide range of options. In addition to their compact and portable design, the products feature the same D-Link Life Style aesthetic as the Aquila Pro AI router series, ensuring not only stable networking but also seamless integration into the consumer's home environment.</p> <p>(2) Commercial Switches and Wireless Transmitters: New products have been introduced for both commercial switches and wireless transmitters. The expanded 2.5G DMS-1250 smart switches series now offers more options, while the new DAP-X3060OU Wi-Fi 6 outdoor AX3000 wireless access point is designed for corporate or campus networks. These commercial switch and wireless solutions offer a broader range of products for corporate, educational, residential, or campus networks.</p> <p>(3) Industrial and Mobile Products: To enhance the penetration of wireless IoT, the Company has specifically developed the DWM, DOM, and DTM product series to meet the diverse needs of industrial applications. With the rise of 5G networks, the Company has also launched a 5G modem that supports 2.5G LAN and a high-speed 5G industrial router equipped with Wi-Fi 6. In the automotive sector, the Company has released a 5G automotive router designed specifically for vehicle applications. This router not only supports passenger internet access but also facilitates other vehicle communication and infotainment systems. Furthermore, this automotive router has received certifications from the European Union's E-Mark and EN50155 standards for automotive products.</p>

(IV) Long-term and short-term business development

1. Short-term Development Strategy

- (1) **Continue to cooperate with high-quality ODMs within the conglomerate group to establish a controllable supply chain system with close relationships to reduce costs.**

D-Link is a rare network communication brand in Taiwan, and has established subsidiaries and nearly 100 sales bases in major countries around the world. The Company will commit to working closely with the Group's high-quality network communication ODM factories to introduce advanced products into the market and maximize the benefits for customers.

- (2) **Reshape D-Link's brand image and enhance its brand value from three aspects: performance, cost, and corporate identity (CI).**

The Company's products will be "the most optimal cost," "outstanding and user-friendly performance," and the Company will also launch the EAGLE PRO AI series of products with corporate identity (CI) and user experience, which will gradually

regain customer confidence and enhance the brand image of D-Link.

(3) To meet the needs of each industry and to satisfy the required specifications and functions.

The Company will cultivate the vertical market and integrate with the specifications required by each industry to reduce the competition of general specifications.

2. Mid- and Long- term Development Strategy

(1) The main focus is cloud computing, to achieve the simple network AI product installation management and services.

It is still quite difficult for general consumers and small and medium enterprises to install, maintain, upgrade and manage network communication products. In addition to the Company's mydlink, D-ECS and Nuclias cloud systems have realized the most simple user and management methods. In the near future, the Company will launch a new "AI cloud function" and "AI terminal function service" to fully achieve the ideal of barrier-free network communication.

(2) Continuously develop and create coordinated product services for our customers by leveraging the synergies of resources within our group.

The industry has entered an era of intense competition, with numerous players vying for dominance. Despite the geopolitical influences and US-China tensions, competition with Chinese products remains fierce. The Company's competitive edge lies in its expertise in RF and high-speed signal technology. The Company will focus on vertical market integration and the development of high-quality AI services, providing users with secure and reliable products and services.

(3) Strengthening cooperation with Tier 2 and Tier 3 telecom operators to secure long-term contracts with localized services.

The focus will be on offering complete solutions, which include edge switches (Aggregation Switches), broadband routers (DSL, GPON, 4G/5G), home routers (Wi-Fi / Mesh Routers), along with network management systems, software customization and update tools, remote maintenance platforms, and localized services, in order to win long-term contracts.

II. Market and sales Overview

(I) Market analysis

1. Sales regions of major products

Unit: NTD Thousand

Year Region		2023		2024	
		Amount	Ratio (%)	Amount	Ratio (%)
Export	America	476,539	8.33	220,020	4.81
	Europe	1,919,330	33.54	1,083,863	23.70
	Asia & Others	2,673,988	46.74	2,646,416	57.88
	Subtotal	5,069,857	88.61	3,950,299	86.39
Domestic sales		651,597	11.39	622,187	13.61
Total		5,721,454	100.00	4,572,486	100.00

Note: To present the figures of the Company.

Unit: NTD Thousand

Year Region		2023		2024	
		Amount	Ratio (%)	Amount	Ratio (%)
Export	America	1,222,790	7.67	857,777	5.96
	Europe	4,256,653	26.70	3,304,499	22.96
	Asia & Others	9,801,607	61.49	9,580,050	66.55
	Subtotal	15,281,050	95.86	13,742,326	95.47
Domestic sales		660,227	4.14	652,717	4.53
Total		15,941,277	100.00	14,395,043	100.00

Note: To present the consolidated figures of the Company

2. Future market supply and demand and growth

According to the latest estimates by the International Telecommunication Union, the global number of internet users will reach 5.7 billion in 2024, accounting for 70% of the total global population. This marks an increase of approximately 250 million people compared to the previous year, with continuous growth expected in the future. However, around 2.4 billion people worldwide still lack internet access. Therefore, the supply of related products and services to areas and countries not covered by the Internet will also bring huge new opportunities, including home-use/commercial wireless products, mobile wireless products, switches, and IoT devices.

(1) Wi-Fi Product

The wireless product market mainly includes commercial wireless base stations (Access Points) and home-use wireless routers (Routers), and extenders (Extenders). Wi-Fi 6 remains the dominant standard in the consumer market, especially in smartphones, laptops, and home routers. Wi-Fi 7, a new technology, is expected to gradually penetrate the market over the next few years. According to reports from IDC, ABI Research, and the Wi-Fi Alliance, Wi-Fi 7's market share in 2024 is still in its infancy. However, forecasts predict that in the coming year, Wi-Fi 7 will increase by 10%, reaching a market penetration of 15%. In line with future trends, this technology will be a key focus for the Company moving forward.

(2) Mobile & Broadband Router

The overall market for Customer Premises Equipment (CPE) products is expected to reach USD 12.5 billion in 2024. Of this, fiber-optic (PON) systems account for 49%, followed by coaxial cable (DOCSIS) at 22%, telephone lines (DSL) at 19%, and 4G/5G Fixed Wireless Access (FWA) at 10%. The fiber-optic (PON) market remains dominated by 2.5G GPON, which accounts for 50% of the market, followed by 10G GPON at 30%. However, 10G GPON is projected to grow significantly and will likely

represent 65% of the market in five years, with 2.5G GPON shrinking to 15%. Other technologies such as EPON and P2P will gradually phase out. The DSL market is seeing a more significant decline, with projections indicating that the market size, which was USD 2.3 billion in 2024, will drop to USD 1.3 billion by 2029. VDSL is expected to continue its decline, with its market share dropping from 70% in 2024 to 55% in 2029. Conversely, G.fast will experience a slower decline, with its market share increasing from 25% to 35%.

Due to the short deployment time and low construction cost of the fixed wireless access (FWA), it is still the best solution for low population density areas. This technology can increase the coverage of the optical fiber network while significantly reducing the construction cost. Market research agencies have predicted that the fixed wireless connection will keep growing significantly, and the overall revenue is expected to grow from USD 3.072 billion in 2024 to USD 18 billion in 2029, with an annual compound growth rate of about 42%. Among them, the global 5G fixed wireless access (FWA) market is expected to grow from USD 45 billion in 2024 to USD 1050 billion in 2032, with an annual compound growth rate of 43%. This technology uses 5G wireless network instead of traditional fiber-optic or DSL connection to provide high-speed network connection for home and enterprise. The growth is mainly due to the increase in demand for high-speed network connection and the wide application of smart equipment and IoT technology. 5G FWA market will keep growing rapidly in the next few years, and become an important technical solution for providing high-speed network connection.

(3) Switch

Although the corporate capital expenditure declined due to the global inflation, IDC reported that the global network switch market showed a stable growth in 2024, and it is expected to be expanded continuously in the next few years. The market scale is about USD 34 billion, and it is expected to grow to USD 50 billion by 2029. The market is concentrated in North America, Europe, and Asia Pacific countries. The main reasons for the concentration are the strengthening of infrastructure, the acceleration of the deployment of 5G network infrastructure, and the rise of AI. In addition, the North American market is still the dominant position in the high-performance and emerging technology applications, and the market share will reach 43% in the next five years.

(4) AIoT

Various new application services have been introduced under the maturing of key technologies. AIoT has gradually affected the work and life of people unknowingly. The market scale in 2024 is about USD 520 billion, and it is expected to reach USD 1.5 trillion in 2029. Among the IoT segments, Automotive IoT accounts for 38%, the highest proportion, followed by Industrial IoT at 30%, Consumer IoT at 14%, and other categories including smart cities, smart finance, and healthcare IoT, each accounting for around 6% to 10%.

3. Competitiveness niche

- (1) The Company leads the industry peers in the cloud service platform and continues to introduce new forward-looking innovative products. With the strong R&D team and the alliance with the participants from other industries, the Company continues to create differentiated products and market segmentation.
- (2) The overall network communication product line is well-rounded, and the overall solution and service business model creates core advantages.
- (3) The marketing and service channels for the global deployment have the advantage

of immediate localization, production and customization.

- (4)The Company works with top-notch service providers worldwide to learn the needs and trends of new telecommunication network technologies. With the feedback from the global marketing network, the Company leads the industry to launch various solutions.

4. Favorable and unfavorable factors for the development prospect and solutions

(1) Favorable factors

A.The global network communication market has development potential

Based on the various network service applications and the booming development of AI, the demand for global network bandwidth applications, global network population and global network traffic all continue to rise rapidly, which will bring about the replacement of old network communication equipment. Various innovative application services can create continuous revenue, and the overall business opportunities are infinite.

B.Work closely with upstream chip suppliers to demonstrate the value of differentiated software and overall solutions.

Strategic alliances with major network chip suppliers to launch products to market in the shortest time possible. Provide outstanding software to improve customer brand adhesion.

C.Global operations and local services

D-Link operates in over 43 countries worldwide, with 91 operational bases. Through effective team collaboration, the company provides network communication equipment and comprehensive network architecture solutions, covering nearly 90% of the global population. By leveraging global resources, D-Link adopts a localized service model, committed to delivering the best user experience for both the global network communication market and consumers.

D.Flexible and efficient supply chain

In order to reduce production cost and flexibly deliver goods, the current supply chain is in Taiwan and China. In the future, the entire factory may be exported to countries that require “local production” to comply with local regulations.

E. Understanding customer needs

The smart home environment is built with mydlink as the platform, and the smart enterprise environment is built with Nuclias as the platform, and the smart industry environment is built with D-ECS as the platform, and the best application services are provided to customers.

F. Strategic alliances with participants from other industries

D-Link is actively collaborating with the world's major telecommunication/distributors/third-party software developers to become strategic partners, creating a win-win situation and growth advantages.

(2) Unfavorable factors

A. The market is extremely competitive and there is strong pressure to cut prices.

The market is facing price competition as new entrants have joined the industry, which will limit profit margins.

B.Economic uncertainty and global inflation

The slowdown of global economic growth or economic instability may affect the investment of enterprises in network communication equipment.

Countermeasures:

a. Reduce the number of suppliers and product models to reduce price by quantity.

b. Reduce the distribution level and invest in e-commerce, and enhance the ability of

the subsidiary to serve customers, in order to improve the overall service quality to replace price competition.

- c. Develop solutions based on service aspects for each series to replace the previous single product that was alone in the blood flow competition, including corporate cloud (nuclias) solutions, consumer cloud (mydlink) solutions, smart home solutions, industry application service solutions, and private 5G solutions, to provide differentiated products and services, create market segmentation, and detach from the red sea price competition.
- d. The Company stays in tune with the core network communication technology, so as to upgrade the quality of products and respond to the market demand quickly.

(II) Significant purposes and manufacturing process of major products

1. Significant purpose of major products

Main products	Major usage
Switch	Relieve network bandwidth congestion to enable fast data transmission.
Internet Equipment	Connect and integrate equipment from different networks.
Digital Subscriber Line Equipmen	Equipment that enables users to access the Internet using phone bandwidth.
Wireless	Regional network composed of wireless transmission technology.
Home Network Equipment	Internet cables or telephone lines are used to provide network access for home computers and peripherals.
Digital Home Appliances	Home digital equipment and wireless home security automated control equipment that provide audio-video and other multimedia applications.
Network Security Equipment	Protection of Internet transmission security.
Optical AccessEquipment	Relax network bandwidth to achieve data security and fast transmission.
Mobile Communication Equipment	Applications that connect to the Internet through the mobile communication network.

2. Major Products and Their Production Processes

The consolidated subsidiary of the Company, Cameo Communications, Inc., has complete product production lines, including Surface-Mount Technology (SMT), Double In Line Package Process (DIP), assembly testing and inspection equipment, and mainly manufactures computer network system equipment (including wired and wireless network cards, switches, routers, fiber-optic convertors, etc.) and their components.

(III) Supply of main raw materials

The Company's main supplier of the consolidated subsidiary, Cameo Communications, Inc., is a domestic and foreign manufacturer with a long-term cooperation. The supply of products is normal, but the upstream supply is insufficient due to the impact of the epidemic, so some shortage of materials or delays in delivery have occurred.

(IV) Information on important suppliers and customers

1. Information on major customers of the consolidated company's sales in the last two years:
The consolidated company did not have customers whose individual sales exceeded 10% of the total sales in 2024 and 2023.
2. Information on important suppliers in the last two years:

Unit: NTD Thousand

Item	2023				2024			
	Name	Amount	As a percentage of the annual net purchases (%)	Relationship with the issuer	Name	Amount	As a percentage of the annual net purchases (%)	Relationship with the issuer
1	Company J	1,197,669	12	—	Company I	1,184,267	12	—
2	Company I	977,561	10	—	Company J	1,043,773	11	—
3	Cameo Communications, Inc.	666,555	7	An associate of the Company	Company AD	821,781	9	—
4	Other	7,293,125	71	—	Other	6,600,579	68	—
Net purchases		10,134,910	100	—	Net purchases	9,650,400	100	—

Analysis of changes: The Company acquired control over Cameo Communications, Inc. in April 2023 and listed it as a subsidiary in the consolidated financial statements. Therefore, there is no need to list the purchases from Cameo Communications, Inc. in 2024. In addition, the increase in the proportion of purchases from Company AD was due to the change in the sales portfolio.

Note 1: The names of suppliers with more than 10% of total purchases and the amounts and percentages of the purchases in the last two years should be listed, except for those customers whose names cannot be disclosed according to contracts or for counterparties who are individuals and not related parties, which may be indicated by code.

Note 2: The consolidated company's operating figures are presented.

III. Number of employees, average year of service, average age and education distribution in the last two years and the current year as of the publication date of the annual report

Year		2023	2024	The current fiscal year as of March 31, 2025
Number of employees	Direct labor	0	0	0
	Indirect labor	518	460	444
	Total	518	460	444
Average age		41.92	42.41	43.02
Average service tenure(years)		7.44	8.51	8.04
Education distribution ratio(%)	PhD	0.19	0	0
	Master	29.34	29.35	29.73
	Bachelor	67.38	68.26	68.24
	High School	3.09	2.39	2.03
	Below High School	0	0	0

IV. Information on environmental protection expenditures

Any losses (including compensation) due to environmental pollution in the last year up till the publication date of this annual report (including any violations of environmental protection laws or regulations found in environmental protection inspections, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and countermeasures being or to be taken: None.

V. Labor Relations

(I) Implementation of Employee Welfare System

1. Employee Welfare Measures

- (1) Insurance benefits: In addition to the insurance required by the government regulations, the Company also provides free group insurance and family group insurance benefits to improve the health and well-being of employees. During overseas trips, employees are also protected by travel insurance and emergency illness insurance, so that they can focus on their work without any worries. Beginning in 2025, coverage has been expanded to include business travel inconvenience insurance—such as flight delays and lost baggage—providing robust support and protection against unforeseen situations during business trips.
- (2) The Company's facilities and benefits: The Company's office building in Neihu is equipped with a more comfortable and new office space. It also has an employee cafeteria, coffee bar, outdoor seating, vending machines, lounge, fitness center, basketball court, dance studio, showers room, and a dedicated comfortable breastfeeding room. In addition, the Company has hired two massage practitioners to provide employees with stress relief massage services. In order to provide a friendly and supportive working environment and to help employees achieve a work-life balance, the Company has partnered with a legally registered childcare service provider to provide childcare services for employees' children.

(3) The “D-Link Employee Welfare Committee” is responsible for the welfare of employees, such as providing subsidies for employees to establish clubs to conduct various activities, holding company internal small and medium-sized activities to strengthen employees' cohesion. Employees can also apply for birthday team-building subsidies every quarter which can be used for departmental gatherings or afternoon tea, employee meal subsidies, annual travel and personal development subsidies (prorated for employees with less than one year of service). The welfare committee also provides wedding gifts, birthday vouchers, childbirth subsidies, funeral condolences, hospital visitations, emergency relief, etc. In addition, the Company provides employees with gift money for three major festivals.

2. Training and education

The Company firmly believes that talents are the core driving force for the sustainable development of an enterprise and is committed to building a diversified and flexible career development system. Based on employees' different stages and job attributes, the Company tailors adaptive learning and development plans to suit individual needs. From new employees to the senior executives, the Company systematically promotes a learning organizational culture to achieve the dual growth of personal professionalism and organizational effectiveness with the aim of enhancing the sustainable operation of the Company.

Under the learning system of the Company, the external training covers the general training, professional training and management training. The on-the-job training covers the job deputy arrangement and work guidance, expanding and enriching the work to extend its depth and breadth. Simultaneously, by providing coaching support, engaging in diverse projects, or internal training and sharing sessions, employees can further accumulate their professional skills. The self-development is to improve their own capacity through further education, research and study, or participation in internal and external reading club or seminars.

General training: Diversified career training system

Name of training program	Description
Cultivation of High-potential Talents	<ul style="list-style-type: none">■ Goal: To strengthen the future management and leadership momentum of the organization and to cultivate talents with strategic thinking, team leadership and cross-department collaboration through structured curriculum design and practice-oriented learning. Further improve their decision-making, performance management and capability to drive transformation, as well as strengthen their comprehensive leadership ability to lead the team towards the objectives, thereby laying a solid foundation for the Company's sustainability.■ Training target: Managerial or senior professionals■ Total course hours for 2024 high-potential talent training program: 322 hours

	<ul style="list-style-type: none"> ■ Cultivation direction: This cultivation program focuses on core functions such as management ability, leadership ability, and leading the team to success. The content of the course covers topics such as strategy execution, win-win cooperation, and exerting influence, with case studies, team task implementation and senior executives mentor system, which promotes the growth model of high potential talents going forward in both theory and practice.
Orientation for New Hires	<ul style="list-style-type: none"> ■ Goal: To help new hires quickly integrate into the corporate culture, become familiar with the Company's regulations and operating procedures, and improve overall organizational effectiveness and employee retention through the systematic new hire training. ■ Training target: New employees onboard in the current year ■ Total training hours for new recruits in 2024: 461.44 hours ■ Cultivation direction: New hire training not only introduces the Company's culture and products, but also explains related rules and regulations and procedures. The course content covers "Ethical Management," "Human Rights Protection," "Prevention of Sexual Harassment in the Workplace," "Intellectual Property Training and Company Intellectual Property Management Policy Promotion," "Information Security Awareness," "Personal Data Protection Act," and "Occupational Safety and Health," with other important issues. The overall curriculum design combines diverse, interactive and interesting learning methods. Group activities are used to encourage new employees to get to know each other, strengthen teamwork spirit, and gain an in-depth understanding of corporate culture from diverse professional perspectives.

The Company encourages employees to share their experiences and knowledge through internal courses. Based on their roles and expertise, employees are also given opportunities to participate in external professional development programs. Experienced employees are selected as mentors to guide new hires, interns, and part-time workers, facilitating their integration into the Company.

Aligned with the company's sustainability goals, the Company organizes training and promotional programs that cover various topics, including intellectual property, corporate ethical management, gender equality and sexual harassment prevention in the workplace, human rights protection, information security, compliance, workplace communication, leadership, teamwork, and health promotion. These initiatives are delivered through various channels such as in-house videos, physical and online courses, and seminars. The aim is to enhance employees' work-life balance and promote personal and professional

growth.

In 2024, the Company arranged a total of 234 educational sessions, reaching 5,465 participants and accumulating 8,557.67 hours of training. Out of these, 142 internal sessions involved 5,356 participants, totaling 7,879.25 hours. Additionally, 92 external sessions involved 109 participants, totaling 678.42 hours. Training for new employees included 60 sessions with 373 participants and 461.44 hours. The Company also organized 4 corporate sustainability-related courses with 1,803 participants and 1,578.15 hours. Furthermore, sustainability-related videos were viewed 25,319 times, accumulating 1,050.1 hours.

In addition to driving business growth, the Company recognizes that long-term sustainable operation depends on fostering the right talent. In 2024, the Company formed partnerships with 5 universities—Lunghwa University of Science and Technology, Yuan Ze University, National Taipei University of Science and Technology, Shih Chien University, and Tamkang University. Through internships and work-study programs, the Company hired 8 interns, helping them gain industry experience. In June 2022, the Company established the "D-Link Group Scholarship" with National Taiwan University of Science and Technology, offering 10 full scholarships for master's students. This initiative supports students from Ukraine and other countries, encouraging them to study in Taiwan. To date, 7 students have been awarded the scholarship. During the summer vacation of 2023, 2 foreign students were assisted to complete their internship at the headquarters. By expanding its global talent pool, the Company aims to fulfill its vision of sustainable development, set an example for others, and contribute to Taiwan's broader effort to attract and nurture more technical talents for the future.

3. Retirement system

The Company handles retirement matters in compliance with the Labor Standards Act (Old Labor Pension System, Defined Benefit Plan) and the Labor Pension Act (New Labor Pension System, Defined Contribution Plan).

- (1) For the old labor pension system, the "Labor Pension Reserve Supervisory Committee" has been established in accordance with the law, along with the creation of "Labor Pension Reserve Account". According to the regulations, the Company contributes 2% of the total salary of the employees in the old labor pension system to the pension reserve fund in accordance with the contribution rate approved by the competent authority every month. The special account is deposited in the Bank of Taiwan. The pension fund account at the Bank of Taiwan amounted to NTD 76,406 thousand at the end of 2024, and the pension expense recognized in 2024 was NTD 176 thousand. For employees who meet the retirement requirements, the payment of pension is calculated based on the length of service and the average salary of the six months prior to retirement. Two bases are given for each full year of service within 15 years (inclusive), and one base is given for each full year thereafter, up to a maximum of 45 bases. In accordance with Article 3 of the Labor Pension Reserve Contribution and Management Regulations, the Company's pension reserve has accumulated sufficient funds to support the future retirement needs of all employees. After actuarial analysis of the pension surplus, and upon review and approval by the Company's Labor Pension Reserve Supervisory Committee, the decision was made to apply for approval from the Taipei City Government Labor Bureau to suspend pension contributions from January 2024 to December 2025 (Notice of Department of Labor, Taipei City Government No. 1136007415 and 1146001493).

T The Supervisory Committee meets once every three months. In 2024, it held 6 labor pension supervisors meetings (January 9, February 15, March 4, June 17, September 19, and December 19). Extraordinary meetings may be held as needed. During 2024, 6 applications for old pension system benefits were approved, and the corresponding pension payments were made in accordance with the law.

- (2) Under the Labor Pension Act, the Company contributes 6% of employees' monthly wages to individual pension accounts at the Bureau of Labor Insurance. For subsidiaries, pension contributions are made in accordance with local regulations. The total pension expense recognized under the defined contribution plan in 2024 amounted to NTD 126,737 thousand.

4. Agreement between labor and management

Since its establishment, the Company has placed great emphasis on labor-management harmony, employee rights, and benefits. As a result, our labor-management relations have always been positive and cooperative. The Company holds quarterly labor-management meetings to discuss relevant issues and reach consensus through open communication. Additionally, the Company arranges the "Appointment with Supervisor" event regularly, providing employees the opportunity to interact directly with senior executives and share their ideas and suggestions.

- (1) In 2024, the Company held 4 labor-management meetings. All motions were approved through a vote by both management and employee representatives. Responses to employees' concerns were provided by the relevant departments or units. The minutes from these meetings were made available to all employees for transparency.
- (2) Time and agenda of labor-management meetings:

Date/time of meeting	Meeting Agenda
March 22, 2024 Wednesday 10:00 a.m.	[Report 1] Labor Updates [Report 2] Election for the 4th Labor Representative [Tracking Item 1] Reply to Suggestions on Adjusting Flexible Work Hours on Fridays [Suggestion 1] Suggestions on Employee Travel Subsidy [Suggestion 2] Suggestions on Table Tennis Table Usage [Extraordinary Motions 1] Adjusting Lunch Break Time
June 19, 2024 Wednesday 10:00 a.m.	[Report 1] Labor Updates [Report 2] Election Schedule for the 4th Labor Representative [Report 3] Portal Setup for “Labor-Management Relations - Appointment with Supervisor” Section [Extraordinary Motions 1] Issue with Odor in the Women's Restroom on the 4th Floor
September 11, 2024 Wednesday 10:00 a.m.	[Report 1] Labor Updates [Report 2] Results of the 4th Labor Representatives Election [Discussion 1] D-Link 2025 (ROC Year 114) Annual Calendar [Suggestion 1] Application for Higher Quality Office Chairs [Suggestion 2] Welfare Measures in Response to Declining Birthrate

Date/time of meeting	Meeting Agenda
	[Suggestion 3] Definition Clarification for Funeral Condolences under Employee Welfare Guidelines [Suggestion 4] Remote Work Application for Pregnant Employees
December 11, 2024 Wednesday 2:00 p.m.	[Report 1] Results of the 4th Labor Representatives Election [Report 2] Labor Updates [Report 3] Reaffirmation of the Application of Articles 30 and 32 of the Labor Standards Act [Report 4] Notification of the Effective Revision of the Employee Retirement Policy [Report 5] Notification of the Implementation of “Regulations for Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace”, Complaint and Disciplinary Procedures, and Training [Report 6] Proposal to Leave Work Early Before the 2025 Lunar New Year Holiday [Discussion 1] Determination of the Quarterly Meeting Schedule for the Labor–Management Committee in 2025 [Suggestion 1] Office Desk and Chair Dimensions Not Meeting Ministry of Labor’s Recommended Standards [Suggestion 2] Suggestions on Health Checkup Items and Budget [Suggestion 3] Group Meal Service Suggestions [Suggestion 4] Year-End Party Raffle Suggestions [Extraordinary Motions 1] Suggestion to Review Lunchtime Scheduling

- (2) The Company holds regularly “Appointment with Supervisor” to provide employees with more direct and senior executives communication opportunities and enhance the bilateral communication. The event enables employees to propose suggestions or opinions to senior executives, and thereby understand the Company's policies and development directions. In 2024, 3 events were held with a total of 28 participants. The Chairman, CEO, and Senior Deputy General Manager of the Business Department were the speakers. The content of the event mainly includes the supervisor's sharing of the Company's strategy and vision, responding to employee questions and discussion of relevant issues. The Company will continue to promote the event and adjust the planning depending on the needs, to provide more opportunities for employees to participate in the event and further promote internal communication and interaction.
- (3) The Employee Welfare Committee of D-Link holds regular welfare committee meetings to provide employees with related benefits. 6 meetings of the Committee were held in 2024.
- (4) Employees are a key asset for the sustainable development of the Company. To better understand employee sentiment and strengthen communication with stakeholders, the Company conducts annual surveys on employee satisfaction and engagement. Based on the results, improvement plans are formulated to address areas of concern.

In December 2024, the Human Resources Department conducted the 2024 Employee Satisfaction and Engagement Survey via the third-party platform "104 Employee Satisfaction Survey System", covering the period from January 1 to December 31. The survey included all 450 full-time employees of the Company at the time. The actual response rate was 73.8%, increased 1.7% from the previous year, while the valid response rate was 67.3%, increased 1.3% from the previous year. The overall satisfaction score was 4.51, showing a slight decline of 0.22% from 4.52 in the previous year.

The survey was conducted anonymously using a six-point scale (with 6 being the highest). The survey covered both satisfaction and engagement. Satisfaction was measured across seven dimensions: "Supervisors," "Colleagues," "Work," "Compensation," "Development," "Corporate Culture," and "Sustainable Operations." Engagement was evaluated in terms of "Value Alignment," "Commitment," and "Retention Intent."

The survey results in 2024 are as follows:

104 Survey platform	Value identification	Effort commitment	Willingness to continue	Employee satisfaction	Remuneration	Development	Corporate culture	Work	Colleagues	Sustainable Operation	Executives
Telecommunications related industries (2024)	PR50	PR56	PR58	PR63	PR49	PR49	PR56	PR58	PR60	PR61	PR62
Score in 2024 (out of 6)	4.29	4.60	4.20	4.51	3.77	4.14	4.16	4.54	4.76	4.78	4.82
Score in 2023 (out of 6)	4.37	4.60	420	4.52	3.96	4.18	4.21	4.60	4.71	4.78	4.72
Difference	-1.83%	-	-	0.22%	-4.80%	-0.96%	-1.19%	-1.30%	1.06%	-	2.12%

In response to the survey results, the Company will continue to improve in 2025.

1. The company will continue to optimize its salary and benefits system, including the annual salary adjustment plan, retention incentives, and restricted stock award. It will also assess the feasibility of other compensation systems based on the company's capacity. The company will maintain open communication channels to address employees' needs and improve welfare.
2. The company will foster internal communication by organizing diverse interactions between supervisors and employees at all levels, including events, meals, games, and discussions, to help employees better understand the Company's business principles, development direction, and organizational culture.
3. Regarding employees' development, the Company will continue its internal assessment, training, promotion, and rotation systems. It will also advance succession planning and talent reserves across all management levels, including frontline supervisors, and encourages employees to take on rotational roles as needed to fulfill both employees' development and the Company's long-term talent sustainability.

5. Employee rights protection measures

In addition to complying with relevant laws and regulations, the Company's management also works to improve both software and hardware facilities based on employees' needs. During years with surplus earnings, the Company distributes remuneration to employees in accordance with the Articles of Incorporation, allowing employees to share in the company's operating results.

The Company has established internal complaint channels for employees to voice concerns through the following methods:

Complaint Hotline: (02) 6600-0123 ext. 1850

Dedicated Complaint Mailbox: Complaints can be submitted to the dedicated mailbox next to the HRD mailbox on the first floor of the Human Resources Department or sent by mail to: (114) No. 289, Xinhua 3rd Rd., Neihu Dist., Taipei City / D-Link 850 Employee Complaint

Mailbox.

Complaint Email: dlink850@dlinkcorp.com.

In 2024, the Company received one employee complaint (not related to sexual harassment). The case was handled according to the relevant procedures, and feedback was provided to the complainant.

6. Working environment and employee safety protection measures:

In addition to complying with relevant laws and guidelines from central authorities, the Company has also passed certifications for the ISO 9001 Quality Management System (valid from 11/02/2022 to 11/01/2025), the ISO 14001 Environmental Management System (valid from 10/29/2024 to 10/29/2027), and the latest version of the ISO 45001 Occupational Safety and Health Management System (valid from 01/31/2025 to 01/30/2028). These certifications from professional organizations strengthen the Company's environmental protection efforts and enhance safety and health management for employees, ensuring effective protection for the working environment and employee safety and health. The relevant implementation business is as follows:

- 6.1 New employees' physical examination, and on-the-job health examination for existing employees
- 6.2 Identification, assessment and control of work environment or operational hazards
- 6.3 Management of machinery, equipment, and tools
- 6.4 Labeling and general knowledge of hazardous substances
- 6.5 Sampling strategy planning and testing of hazardous operating environment
- 6.6 Process or construction safety assessment of hazardous workplaces
- 6.7 Procurement management, contract management and change management
- 6.8 Formulation of safety and health operation standards
- 6.9 Periodic inspection, key inspection, operation inspection and site patrol
- 6.10 Safety and health education and training
- 6.11 Management of personal protective equipment
- 6.12 Health examination, health management and health promotion
- 6.13 Collection, sharing, and utilization of safety and health information
- 6.14 Emergency response measures and training
- 6.15 Investigation, treatment, and statistical analysis of occupational hazards, near misses, and mental/physical health incidents
- 6.16 Safety and health management records and performance evaluation

In 2024, a total of 32 unit risk assessments were completed, and no unacceptable risks were found. A regulatory audit was completed every quarter of 2024, updating 6 regulatory contents, with 35 applicable regulations in total. The internal audit of 2024 found no deficiencies to be improved. As for automatic inspection, the stackers are inspected every year and every month, with operational inspection points implemented before the start of each day. The elevators are inspected every year and every month, and maintenance and repairs are conducted as needed. High and low-voltage electrical equipment is inspected every six months. Fire safety equipment undergoes an annual inspection, while building public safety inspections are carried out every two years. The report and site inspection of the Duroyal were completed in July 2023 with no deficiencies. To ensure successful evacuation during an emergency, 2 self-arranged fire drills and training sessions were conducted in 2024. Personnel from the Neihu team were trained to ensure the effectiveness of the training, and the results were reported to the fire team.

- (II) Any losses incurred as a result of labor disputes in the most recent fiscal year, and during the current fiscal year up to the publication date of the annual report (including any violations of**

the labor standards act found in labor inspection, the disposition dates, reference numbers, the articles of law violated, the contents of law violated, and the content of the dispositions), and an estimate of possible expenses that could be incurred currently and in the future and countermeasures being or to be taken shall be disclosed. if a reasonable estimate cannot be made, an explanation shall be provided: None.

VI. Information security management

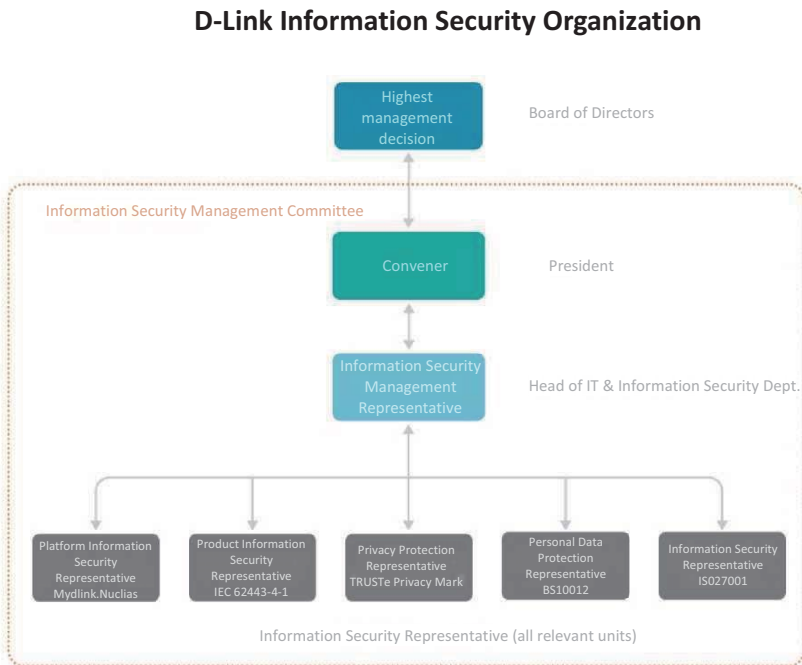
(I) Specify the structure of information and communication security management, information and communication security policy, solid management plan, and the resources invested in the information and communication security management.

1. Information security risk management framework

(1) D-Link Information security governance organization

The Company has established an "Information Security Management Committee," with the President serving as the convener, to oversee the Company's information security policy. To effectively manage information and communication security, the Company has developed the "Information Security Management Policy," referencing the international standard for Information Security Management Systems (ISO/IEC 27001:2022) and the "Regulations Governing the Establishment of Internal Control Systems by Public Companies." The policy ensures the formulation, implementation, risk management, and compliance auditing of information security efforts. The Company has also set up the "IT and Information Security Department" as the dedicated unit for information security, with the head of the Information Security Department acting as the information security management representative. This department coordinates the development, execution, and monitoring of related policies. Additionally, each business unit related to information security (including product security, personal data, privacy, and information security) has designated its own information security representative. The Committee meets twice a year to discuss the implementation of information security policies and other key information security issues, supervising the execution of security-related activities and assessing the effectiveness of risk management mechanisms. The Committee regularly reports to the Board of Directors on the outcomes of the information security management activities and systems, ensuring the confidentiality, integrity, availability, and legality of the Company's information assets.

(2) Information security organization structure of D-Link



2. Information security policy

- A. The Company has been certified under the international standard ISO/IEC 27001:2022 Information Security Management System (ISMS), with a certificate valid from October 16, 2020, to October 15, 2026. Through the implementation of ISO 27001, the Company has enhanced its capability to respond to information security incidents and safeguarded both corporate and customer assets. In Q3 of 2023, the Company successfully passed a new three-year external audit for ISO/IEC 27001:2013 certification and completed its transition to ISO/IEC 27001:2022 within the prescribed deadline in 2024. The updated control items under the new standard have been integrated into the Company's security governance to further reinforce protection mechanisms.
- B. Additionally, the Company obtained certification under the IEC 62443-4-1:2018 Secure Product Development Lifecycle Requirements, valid from November 30, 2020, to November 29, 2025, ensuring that strict security standards are followed throughout the product life cycle—from design, development, and testing to deployment.
- C. The Company also holds BS 10012:2017 Personal Information Management System (PIMS) certification, effective from December 1, 2021, to November 30, 2027, which governs all relevant procedures and documentation in compliance with the European Union's General Data Protection Regulation (GDPR).

- D. The Company has obtained the "TRUSTe Privacy Certification Mark" qualification in 2022. In order to implement our commitment to privacy protection and security, The Company has been working closely with TrustArc Inc., a globally recognized authority on data privacy management, since 2014, and has provided it with privacy assessment, certification, and monitoring tools. The external service website and its domain have all passed its audit and certification, and have obtained the TRUSTe Privacy Certification Mark. The Company has obtained the "TRUSTe Privacy Certification Mark" qualification in 2022. In order to implement our commitment to privacy protection and security, our company has been working closely with TrustArc Inc., a globally recognized authority on data privacy management, since 2014, and has provided it with privacy assessment, certification, and monitoring tools. The external service website and its domain have all passed its audit and certification, and have obtained the TRUSTe Privacy Certification Mark. In 2023, the Company will continue to follow the requirements of the mark to protect customer data privacy.

- (2) Corporate information security risk management and continuous improvement framework

The Company has long been dedicated to the development of network equipment and services, with information security being one of its top priorities. This focus encompasses employees, the organization, suppliers, operational data, and both hardware and software systems. In line with the ISO 27001:2022 Information Security Management System standard, the Company has established robust information security policies to strengthen its security management framework and protect critical information assets from internal and external, intentional or accidental threats—safeguarding the confidentiality, integrity, and availability of information. Through comprehensive information asset and risk management procedures, the Company applies the “Plan-Do-Check-Act” (PDCA) cycle to build and maintain these assets, ensuring uninterrupted business operations, reducing risks, enhancing service quality, and guaranteeing the consistent and effective implementation of all information security policies, procedures, and operational guidelines across the organization.

3. Concrete management plans

- (1) Information security protection and control

Network Security	<ul style="list-style-type: none"> Adopt advanced technologies to perform computer scans and software updates, strengthens software firewalls and endpoint controls, and prevents the spread of computer viruses.
Device Security	<ul style="list-style-type: none"> Implement comprehensive endpoint antivirus and malware scanning mechanisms to defend against ransomware and malicious software. Enhance email systems to detect and block malicious software and Trojan attachments.
Application Security	<ul style="list-style-type: none"> Establish security review procedures, evaluation standards, and improvement goals for application development processes. Continuously strengthen application-level security controls and promptly remediate potential vulnerabilities.
Access Control	<ul style="list-style-type: none"> Enforce user password management mechanisms and

	network security services, segment internal networks and regulate external connectivity, and control remote work access to ensure network and data security.
Password and Key Management	<ul style="list-style-type: none"> In order to ensure the security of the Company's system and the confidentiality of customer accounts, the Company manages passwords and encryption keys to minimize the risk of leakage and to protect the Company's sensitive information.
Business Continuity Management	<ul style="list-style-type: none"> In order to ensure the continuous operation of the Company's business, the Company shall establish a business continuity plan for important systems and implement regular drills every year.
Information Security Incident Management	<ul style="list-style-type: none"> To reduce the damage caused by information security incidents, establish information security incident reporting and handling procedures.

(2) Review and Continuous Improvement

Employee Training and Advocacy	<ul style="list-style-type: none"> Enhance employee awareness of social engineering and phishing attacks. Conduct regular anti-phishing simulations and operational continuity drills.
Information Security Risks Management and Monitoring	<ul style="list-style-type: none"> Commission third-party audits regularly to assess the information security posture: ISO/IEC 27001:2022 Information Security Management System IEC 62443-4-1:2018 Product Safety Development System Certification BS 10012:2017 Personal Information Protection Management System
External Threat Detection and Protection	<ul style="list-style-type: none"> The Company has commissioned third parties to conduct vulnerability inspections on a regular basis, collect external threat information on a regular basis, and conduct risk assessments based on the content of the information to strengthen external information security threat protection. The Company has joined the Taiwan Computer Emergency Response Team and Coordination Center (TWCERT/CC) to collect external threat information regularly and conduct risk assessments based on the content of the information. The information security personnel will confirm and track the results of each information processing to strengthen the protection of external information security threats.

4. Information Security Management Resources

In 2024, the Company's information security measures successfully passed three evaluations, including the ISO/IEC 27001:2022 Information Security Management System certification, the IEC 62443-4-1:2018 Product Safety Development System certification,

and the BS 10012:2017 Personal Data Protection Management System certification.

In 2024, the Company held over 20 internal and external information security meetings or training sessions. Every quarter, the Company conducts information security education campaigns on the internal website for all employees. The Company also organizes two company-wide information security training sessions and four company-wide information security simulation tests. Additionally, the information security unit has 1 dedicated staff member and 7 network management and maintenance support personnel, ensuring that all personnel receive at least 24 hours of professional information security training annually.

(II) List any losses suffered by the Company in the most recent year and up to the publication date of the annual report due to significant information security incidents, the possible impacts therefrom, and countermeasures; if the amount cannot be reasonably estimated, please describe the fact for the inability to make reasonable estimates.

1. The Company passed the ISO/IEC 27001:2022 information security certification in October 2024.
2. The Company passed the certification of personal data protection in October 2024 in accordance with the requirements of BS 10012:2017.
3. In October 2024, the Company's external network page server was attacked by hackers. Under such circumstances, the information department has implemented the isolation and expansion of the impact level, and the defense mechanism was fully activated. The technical experts of external information security companies were invited to work together, and the Company also fully inventoried and strengthened the information security detection and protection mechanism. This event has no impact on the overall operation of the Company, and does not damage the rights and interests of customers. The Company will continue to improve the security control of the network and the foundation structure to ensure information security.

VII. Important contracts: None.

Five.Review of Financial Conditions, Financial Performance, and Risk Matters

I. Financial status

Unit: NTD Thousand

Item \ Year	2023	2024	Differences	
			Amount	%
Current Assets	11,770,060	11,555,383	(214,677)	(2)
Property, Plant and Equipment	2,394,081	2,310,350	(83,731)	(3)
Intangible assets	784,615	816,944	32,329	4
Other assets	1,672,023	1,807,888	135,865	8
Total assets	16,620,779	16,490,565	(130,214)	(1)
Current liabilities	3,832,540	4,072,677	240,137	6
Non-current Liabilities	1,192,516	917,733	(274,783)	(23)
Total liabilities	5,025,056	4,990,410	(34,646)	(1)
Ordinary Shares	6,028,365	6,024,275	(4,090)	-
Capital Surplus	1,364,335	1,364,834	499	-
Retained Earnings	3,384,400	3,110,892	(273,508)	(8)
Other items of shareholders' equity	818,623	1,000,154	181,531	22
Total equity	11,595,723	11,500,155	(95,568)	(1)

Note: Only the consolidated company's operating figures are demonstrated.

Analysis of changes in the percentage of increase or decrease exceeding 20%:

1. The decrease in non-current liabilities during this period: Mainly due to the decrease in long-term borrowings and lease liabilities.
2. The increase in other items of shareholders' equity in the current period: Mainly due to the cumulative translation differences of the subsidiaries and affiliated companies.
3. The other items are not analyzed due to the change ratio less than 20%.

II. Financial Performance

(I) Comparison analysis table of financial performance

Unit: NTD Thousand

Item \ Year	2023	2024	Amount Increased/Decreased	Percentage (%)
Net Operating Revenue	15,941,277	14,395,043	(1,546,234)	(10)
Operating Costs	<u>12,096,881</u>	<u>10,690,753</u>	<u>(1,406,128)</u>	(12)
Gross Profit	3,844,396	3,704,290	(140,106)	(4)
Operating Expenses	<u>3,718,223</u>	<u>3,904,449</u>	<u>186,226</u>	(5)
Net Operating Income	126,173	(200,159)	(326,332)	(259)
Non-operating Income and Expenses	<u>734,903</u>	<u>562,796</u>	<u>(172,107)</u>	(23)
Net Profit Before Tax from Continuing Operations	861,076	362,637	(498,439)	(58)
Less: Income tax expenses	<u>163,398</u>	<u>230,229</u>	<u>66,831</u>	41
Net Profit	<u>697,678</u>	<u>132,408</u>	<u>(565,270)</u>	(81)

Note: Only the consolidated company's operating figures are demonstrated.

Analysis of changes in the percentage of increase or decrease exceeding 20%:

1. The decrease in net operating income for the period was mainly due to the decrease in operating revenue and the increase in management expenses.
2. The decrease in non-operating income and expenses, net profit before tax from continuing operations, and net profit for the period was mainly due to the decrease in gain on disposal of investment in 2024.
3. The increase in income tax expenses was due to the increase in deferred income tax liabilities.
4. The other items are not analyzed due to the change ratio less than 20%.

(II) Sales forecast and basis, and possible impact on the Company's future financial operations and business plans:

The demand for traffic from home caused by the global opening, the return of office and the recovery of the tourism industry is somewhat reduced. However, including 4K/8K video streaming, online browsing, various online games, game platforms, generative AI and social network traffic continues to grow. The growth in traffic and the demand for network infrastructure equipment complement each other. This includes telecom bureau equipment, cloud center switches, transmission equipment, enterprise-grade switches, wireless base stations, home wireless routers, broadband, and mobile routers, among other network communication devices.

1. Commercial Product Line

Switches: (1) With the gradual global economic recovery and major economies entering a stable interest rate-cutting cycle, corporate capital expenditures are showing a clear upward trend. At the same time, the rapid adoption of artificial intelligence is accelerating, which significantly increases the demand for computing power and network traffic, further driving the steady expansion of the switch market in corporate, telecommunications, and retail sectors. While promoting corporate cloud (nuclias) solutions, the Company is accelerating the launch of several next-generation switch products to meet customers' diverse needs. These include 2.5G switches, 10G PoE switches, and 25G/100G switches that are expected to be mainstream in the market. The micro data center switch, designed for high performance and low latency,

will provide key support for the growing data exchange needs of enterprise high-speed servers. With stable sales of 1G and 10Gbps main products, the launch of new products not only strengthens the Company's competitiveness in the network market but also continues to increase its global market share, laying a solid foundation for the Company's long-term, steady growth.

- (2) As Wi-Fi 7 technology fully enters the market, enterprise-grade Wi-Fi 7 wireless access points will officially launch mid-year, offering users high-speed, low-latency, and more stable network services, ensuring an uninterrupted connection experience. For the specific needs of small and medium-sized enterprises, the Company will continue to release upgraded versions of the VPN Gateway, which includes a built-in smart management platform, multi-WAN load balancing and backup functions, and support for 2.5G PoE power supply. This solution is applicable to wireless base stations, IPCAM, and more. Additionally, this solution will enhance the efficiency and security of remote work, offer centralized wireless base station management and monitoring, and help enterprises build a secure and easy-to-manage network environment, meeting the various needs of digital transformation.

2. Home Product Line

- (1) Home Wireless Router: The widespread use of mobile devices and the variety of network services mentioned above have made home wireless routers the central hub of home network usage. The Company will continue to release Wi-Fi 7 routers with cutting-edge specifications and will integrate artificial intelligence with the Matter protocol to support a range of IoT devices. This will create a complete smart home solution and is expected to increase recurring revenue and stabilize profits.
- (2) Digital Camera (IP Cam) and Internet of Things (IoT): Among all smart Internet of Things (AIoT) devices, digital cameras are the only ones capable of receiving images, making them the "eyes" of a smart home network. Other IoT detectors function like the human body's sensory organs, receiving various messages and sending them through the network to the router for analysis and corresponding actions. The Company will continue to collaborate closely with suppliers, adopt high-end network security standards, enhance AI integration, and offer cloud value-added services. Future smart network devices based on the Matter protocol are expected to improve brand recognition and competitiveness and increase the proportion of service fee income.

3. Telecommunications Product Line

Broadband Products:

According to the 2024 market data, the fiber-optic market is expected to continue its growth, particularly for 10G PON technology. With the maturity of technology, the market share of XGS-PON (which supports 10Gbps upload and download speeds) is set to rise rapidly to meet the growing demand for video content from influencers, short video platforms, and generative AI applications. In 2024, the fiber-optic (PON) market share will reach 50%, with 10G GPON accounting for 30% and 2.5G GPON dropping to 25%. The coaxial cable market is expected to account for 21%. With the adoption of DOCSIS 4.0 technology, this market will remain stable, though growth may be slower. The VDSL market is continuing to decline, with its market size expected to decrease from USD 2.3 billion in 2024. VDSL's market share is expected to slightly decrease from 70% in 2024. The Company will continue investing in serving existing customers, especially in developing

countries. Although copper wire demand is gradually being replaced by fiber optics, there is still some ongoing demand. The Company will continue expanding its XGS-PON products and pair them with a series of Mesh Routers to provide telecom operators with more options, including one-box and two-box solutions, to accelerate the customization process and enhance market competitiveness.

Mobile Broadband Products:

As 5G coverage gradually increases, 5G Fixed Wireless Access (FWA) has become an important broadband access solution due to its short deployment time and low cost. This solution can significantly reduce the fiber-optic deployment costs for operators while expanding broadband network coverage. Furthermore, the integration of 5G technology with artificial intelligence, cloud computing, and other technologies has spurred the development of various applications and services, such as the Internet of Vehicles, smart monitoring, and remote industrial control, making it an essential infrastructure for the Internet of Things (IoT).

The Company has launched several Sub-6 5G outdoor and indoor routers, 5G mobile hotspots, and 5G USB network cards, successfully capturing market share. This year, the Company will focus on developing 4G/5G Wi-Fi 7 indoor routers and vertical integration applications, combining products, management platforms, and services. This will offer smart vehicle, smart industry, smart energy, and other application service solutions to meet the increasing demand for mobile connectivity across various industries.

III. Cash flow

(I) Analysis of changes in cash flows in the most recent year

Unit: NTD Thousand

Cash balance at the beginning of the period (1)	Annual net cash flow from operation (2)	The change in exchange rate considered, it cash inflows from investment, financing Listed Securities activities throughout (outflow) the year (3)	Cash balance (shortage) (1)+(2)+(3)	Remedies for cash shortage	
				Investment plan	Wealth management plan
4,097,696	1,173,533	(854,423)	4,416,806	—	—

Analysis of changes in cash flows in the current year:

1. Operating activities: Mainly due to net income before tax and the decrease in operating assets (net), which together bring to cash inflow.
2. Investment activities: mainly due to the cash outflow from acquisition of financial assets and fixed assets in the current year.
3. Financing activities: mainly refers to the cash outflow from the distribution of cash dividends, repayment of the principal of the lease and the subsidiary's (Cameo Communications, Inc.) repayment of bank loans.
4. Exchange rate impact: The impact is mainly due to the translation of the financial statements of subsidiaries, resulting in a total cash inflow.

(II) Improvement plan for insufficient liquidity: The Company has not encountered any liquidity insufficiency.

(III) Cash Flow and Liquidity Analysis for the Coming Year (2025): The Company aims to maintain

stable cash flow by managing cash expenditures through monitoring the cash balance and the cash flows from operating and investing activities. The Company will also assess the financial market conditions and carefully plan financing activities to ensure that funds are adequately secured.

IV. Effect of major capital expenditures on finance and business in the most recent year: None.

V. The investment policy in the most recent year, the main reason for the profit or loss, the improvement plan, and the investment plan for the coming year

- (I) The gain on investment recognized in the parent company only financial statements of 2024 was NTD 39,620 thousand (loss of NTD 16,604 thousand under the consolidated basis), mainly due to the increase in orders for overseas investment and inventory management, which increased profits.
- (II) In addition to the post-investment management, the Company will continue to carefully evaluate the reinvestment plan in the future to strengthen the Company's market competitiveness.

VI. For risks, the following matters in the most recent year and up to the publication date of the annual report shall be analyzed and evaluated

- (I) **The impact of the change of interest rate and exchange rate and inflation on the profit or loss of the Company and future response measures:**

Unit: NTD Thousand

Item	2023	2024
Net interests income and expenses	57,621	108,197
Net foreign exchange gain or loss (Note 1)	51,502	162,526

Note 1: Includes valuation gains and losses on financial assets and liabilities but excludes valuation gains and losses on equity instruments.

Countermeasures:

- Since 2023, the Company has benefited from higher USD interest rates, which have contributed to increased interest income. In 2024, the Company further increased its cash holdings and expanded its USD dollar time deposits. As a result, the net consolidated interest income reached NTD 108,197 thousand. The Company's operations mainly use USD and NTD. Interest income and expenditure are mainly affected by cash positions, the interest rate of the US and Taiwan market. The Company will maintain regular reviews of deposit and loan rates to to reduce risk of the interest rate.
- In terms of exchange rates, the consolidated exchange gains in 2023 were NTD 51,502 thousand. In 2024, the Company fully hedged the non-US currency positions and maintained the normal holding of USD assets. Under the trend of continuous appreciation of the US dollars against the Taiwanese dollars and the main trading currencies, the exchange gain or loss reached NTD 162,526 thousand. The Company will keep track of the changes in the foreign exchange risk exposure position and establish a rigorous control process to operate the derivatives for stable hedging. The Company also controls the cost of derivatives and derivatives in a timely manner to reduce exchange losses. The Company also regularly tracks market information and research reports, and formulates the most appropriate hedging strategies based on the market volatility of exchange rates, and

dynamically adjusts the hedging ratio to reduce exchange risk.

3. In recent years, inflation has not had a significant impact on the Company's profit and loss. The Company will also continue to monitor the overall economic changes and market condition changes to avoid the impact of inflation on the Company's profit and loss.

(II) Policies, main reasons for profit or loss with respect to high risk, high leveraged investments, lending or endorsement and guarantees, and derivatives trading and future response measures:

The Company does not engage in high-risk and high-leverage investments. However, based on the principle of effective use of group resources, the Company has loaned funds to subsidiaries and made endorsements/guarantees for subsidiaries, but all of which are handled in accordance with the Company's Operational Procedures for Loaning Funds to Others, Operational Procedures for Endorsements/Guarantees, and relevant laws and regulations. Derivatives transactions are conducted for the purpose of hedging foreign exchange risks and reducing exchange rate fluctuations, in accordance with the Regulations Governing the Acquisition and Disposal of Assets and the relevant provisions of the Procedures for Derivatives Transactions, and the implementation and profit and loss status are regularly reported to the Board of Directors. The above information on derivative transactions is announced on the MOPS on a monthly basis as required by regulations.

(III) Future R&D plans and estimated R&D expenses:

The Company plans to spend NTD 378,329,011 on research and development in 2025, covering the development of commercial switching machines and wireless products, consumer wireless products and IoT, industrial and mobile product M2M and 4G 5G, and extends the solutions to the integration of various fields and the research and development of various management platforms.

(IV) Impacts of important domestic and foreign policies and legal changes on the Company's financial operations, and responsive measures: None.

(V) Impacts of technological changes (including cyber security risks) and industry changes on the Company's financial operations, and countermeasures:

The Company has established comprehensive network and computer-related information security protection measures, but it is impossible to guarantee that the computer system of important corporate functions such as the Company's operations and accounting can completely avoid cyber attacks from any third-party system. These cyber attacks are illegal cyber attacks that destroy the Company's internal network system and damage the Company's business reputation. The Company's system may lose important corporate data and even suspend operations under severe cyber attacks.

The Company continues to review and assess its information security regulations and procedures, and continues to strengthen and update its information security protection system to ensure its appropriateness and effectiveness, but it cannot guarantee that the Company will not be affected by emerging risks and attacks in the ever-changing information security threats. The cyber attacks may also aim to steal the Company's trade secrets and other confidential information, such as the information of customers or other stakeholders and the personal information of employees. Malware hackers also try to introduce malicious virus, destructive software or blackmail software into the Company's network system to interfere with the Company's operations, commit fraud or blackmail, obtain control over the computer system, or inquire about confidential information. These attacks may cause the Company to compensate losses to customers due to delayed or interrupted orders, or to bear significant expenses to implement remedial and improvement measures to strengthen the Company's network security system; or to cause relevant legal cases or investigations to be initiated by the Company due to its employees, customers, or third-party information leakage to which it has a

confidentiality obligation, resulting in significant legal liabilities.

In order to prevent and reduce the damage caused by such attacks, the Company has implemented relevant improvement measures and continues to update them, such as: continuously updating and strengthening the anti-virus mechanism to prevent hackers and malicious software from intruding, strengthening network firewalls and network control to prevent the spread of computer viruses across machines, introducing advanced solutions to detect and handle malicious software, strengthening the detection of phishing mail, regularly conducting employee education and training, and engaging external experts to conduct information security evaluations.

(VI) Effect of changes in the corporate image on corporate crisis management and countermeasures:

The Company values corporate reputation and actively protects corporate image and is committed to social engagement. The Company has identified the relevant risks and formulated communication strategies for internal and external stakeholders to protect the corporate image and reputation. In May 2024, the Company was fined by the Ministry of Economic Affairs due to violation of the Personal Data Protection Act, which caused a slight impact on the corporate image. After continued control and communication, the Company did not cause significant damage to the corporate image.

(VII) Expected benefits and possible risks related to mergers and acquisitions and countermeasures: None.

(VIII) Expected benefits of plant expansion, possible risks and countermeasures: None.

(IX) Risks associated with the concentration of purchases and sales and countermeasures:

The Company's suppliers and customers are all famous global companies. The Company adopts a non-scheduled supplier system to reduce the risk of concentration. The Company's products are distributed to tens of countries in Europe, America, and Asia Pacific, and there is no risk of concentration of sales.

(X) The impact on and risk to the Company if a major quantity of shares belonging to a director or shareholder holding greater than a 10% of shares of the Company has been transferred or has otherwise changed hands and response measures: None

(XI) The impact of the change in management rights on the Company, the risks and countermeasures: None.

(XII) For litigation or non-litigation incidents, the company shall disclose any significant litigation, non-litigation, or administrative disputes that have been finalized by judgment or are still pending involving the company, its directors, president, substantive persons in charge, major shareholder holding more than a 10% stake, and its subsidiaries, where the outcome may have a material impact on shareholders' equity or the Company's share price. The disclosure shall include the facts of the dispute, the amount at issue, the date of litigation commencement, the main parties involved, and the status of the case as of the publication date of the annual report: None.

(XIII) Other important risks and countermeasures:

In order to meet the requirements of the "Corporate Governance 3.0 - Sustainable Development Blueprint" and "Risk Management Best Practice Principles for TWSE/GTSM Listed Companies" published by the Financial Supervisory Commission, the Company has appointed KPMG to provide the Company with risk management services, thereby creating risk measurement standards and identifying the annual top ten risks for the Company, and managing risks through KRI key risk indicators. The Company has reported to the Board of Directors on February 26, 2025 on the implementation of the 2024 risk management action plan, which key risks and countermeasures are as follows.

1. Inventory management: coordinate organizational resources, set trading standards for long inventory age inventory, effectively reduce group inventory.
2. Product innovation and application: The Company will centralize product catalog, product planning and business awareness, and implement the Group's sales strategy.
3. The launch time/development progress of new products do not meet market demand: Regularly monitor the product Roadmap and product development to meet market demand.
4. Customer management: Review major customers' changes; track customers who have placed orders and ensure that they are delivered.
5. Product quality: The Company has adopted risk mitigation and improvement measures to reduce risk trends and improve product yield. Execution for all action plans have been completed.
6. The organizational functions and business model of the subsidiaries: regularly review the operating results of the subsidiaries; for the subsidiaries with lagging performance, increase management strength, formulate an operating adjustment plan, and track the implementation progress.
7. Cost impact on selling price competitiveness: Implement the Cost Down target for components and finished products.
8. Cyber security incidents: Employees have completed cyber security training and social engineering drills, and established a contingency plan and internal notification mechanism. In the future, the Company will continue to deepen its education, training and promotion, and combine the recommendations of external cyber security experts to conduct regular simulations, tests and assessments, purchase firewall equipment, and plan cyber security-related anti-virus software and hardware upgrade programs to improve the overall defense capabilities and reduce the risk of cyber security incidents.
9. Tax Governance: The Company has implemented tax compliance and established an tax management mechanism. The Company and its subsidiaries regularly report to the governing body on the tax risks, risk assessments and countermeasures. Taxation experts are hired from time to time to provide taxation training and taxation consultation services to ensure tax compliance.
10. Climate change: Publicly committed to achieve the net zero emissions by 2050, and the TCFD framework is introduced to regularly disclose the performance of response to climate change. Related indicators are also set to continue to track and manage.

VII. Other important matters: None.

Six. Special Items

I. Information of Affiliates

- (I) Organizational structure of affiliates:
Please refer to the MOPS (<https://mops.twse.com.tw/mops/#/web/home>)/Electronic document download/affiliated enterprise III list area.
- (II) Basic information on affiliates:
Please refer to the MOPS (<https://mops.twse.com.tw/mops/#/web/home>)/Electronic document download/affiliated enterprise III list area.
- (III) Information on the same shareholder of associates presumed to have a relationship of control or subordination: None.
- (IV) Information on directors, supervisors, and Presidents of affiliates:
Please refer to the MOPS (<https://mops.twse.com.tw/mops/#/web/home>)/Electronic document download/affiliated enterprise III list area.
- (V) Operating status of affiliates:
Please refer to the MOPS (<https://mops.twse.com.tw/mops/#/web/home>)/Electronic document download/affiliated enterprise III list area.
- (VI) Consolidated financial statements of affiliates:
The consolidated financial statements of the parent company and subsidiaries are the same as the parent company only financial statements. Please refer to the MOPS (<https://mops.twse.com.tw/mops/#/web/home>)/Electronic document download/affiliated enterprise III list area.

II. Private placement of marketable securities in the most recent year and the current year up till the publication date of this annual report: None.

III. Other matters that require additional explanation: None.

IV. Any of the situations listed in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the Company's securities, has occurred in the most recent year to the day this report was printed: None.

