

Chapter 1 General Principles

Article 1 To fulfill D-Link Corporation (“The Company”) corporate social responsibility initiatives and to promote economic, environmental, and social advancement for purposes of sustainable development, in accordance with the Principles to manage the Company’s economic, environmental and social risks and impact.

Article 2 The principles apply to the Company, including the entire operations of the Company and business group.

The Company should actively fulfill corporate social responsibility in the course of their business operations so as to follow international development trends and to contribute to the economic development of the country, to improve the quality of life of employees, the community and society by acting as responsible corporate citizens, and to enhance competitive edges built on corporate social responsibility.

Article 3 In fulfilling corporate social responsibility initiatives, the Company shall, in corporate management guidelines and business operations, give due consideration to the rights and interests of stakeholders and, while pursuing sustainable operations and profits, also give due consideration to the environment, society and corporate governance.

The Company shall, in accordance with the materiality principle, conduct risk assessments of environmental, social and corporate governance issues pertaining to company operations and establish the relevant risk management policy or strategy.

Article 4 To implement corporate social responsibility initiatives, the Company follows the principles below:

1. Exercise corporate governance.
2. Foster a sustainable environment.
3. Preserve public welfare.
4. Enhance disclosure of corporate social responsibility information.

Article 5 The Company communicates with stakeholders through appropriate means and takes into consideration the correlation between the development of domestic and international corporate social responsibility principles and corporate core business operations, and the effect of the operation as a whole on stakeholders, in establishing policies, systems or relevant management guidelines.

Chapter 2 Exercising Corporate Governance

Article 6 The company follows the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies, the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, and the Code of Ethical Conduct for TWSE/GTSM Listed Companies to establish effective corporate governance frameworks and relevant ethical standards so as to enhance corporate governance.

Article 7 The directors of the Company shall exercise the due care of good

administrators to urge the company to perform its corporate social responsibility initiatives, examine the results of the implementation thereof from time to time and continually make adjustments so as to ensure the thorough implementation of its corporate social responsibility policies.

The board of directors of the Company should give full consideration to the interests of stakeholders, including the following matters, in the company's performance of its corporate social responsibility initiatives:

1. Identifying the company's corporate social responsibility mission or vision, and declaring its corporate social responsibility policy, systems or relevant management guidelines;
2. Making corporate social responsibility the guiding principle of the company's operations and development, and ratifying concrete promotional plans for corporate social responsibility initiatives; and
3. Enhancing the timeliness and accuracy of the disclosure of corporate social responsibility information.

The board of directors of the Company oversees and assists senior management in implementing corporate governance and social responsibility practices. The ESG committee is responsible for the formulation and implementation of CSR policies, systems, related management guidelines and specific promotion plans. It assists in addressing economic, environmental and social issues arising from operational activities, and reports regularly to the Board.

Article 8 The Company's relevant operations comply with regulations and create a level playing field and implement the following.

1. Avoid engaging in unfair competition practices
2. Establish management system for an anti-corruption and anti-bribery
3. Regularly hold corporate social responsibility education and training, including the promotion of preceding clauses.

Article 9 The Company adopts reasonable remuneration policies, to ensure that remuneration arrangements support the strategic aims of the organization, and align with the interests of stakeholders.

The employee performance evaluation system be combined with corporate social responsibility policies, and that a clear and effective incentive and discipline system be established.

Article 10 The Company, based on respect for the rights and interests of stakeholders, identify stakeholders of the Company, and establish a designated section for stakeholders on the company website; understand the reasonable expectations and demands of stakeholders through proper communication and participation with them, and adequately respond to the important corporate social responsibility issues which they are concerned about.

Chapter 3 Fostering a Sustainable Environment

Article 11 The Company follows relevant environmental laws, regulations and international standards to properly protect the environment and shall endeavor to

promote a sustainable environment when engaging in business operations and internal management.

Article 12 The Company endeavors to utilize all resources more efficiently and use renewable materials which have a low impact on the environment to improve sustainability of natural resources.

Article 13 The Company establishes proper environment management systems based on the characteristics of industries. Such systems shall include the following tasks:

1. Collecting sufficient and up-to-date information to evaluate the impact of the company's business operations on the natural environment.
2. Establishing measurable goals for environmental sustainability, and examining whether the development of such goals should be maintained and whether it is still relevant on a regular basis.
3. Adopting enforcement measures such as concrete plans or action plans, and examining the results of operation on a regular basis.

Article 14 The Company establishes ESG committee for drafting, promoting, and maintaining relevant environment management systems and concrete action plans, and should hold environment education courses for managerial officers and other employees on a periodic basis.

Article 15 To reduce the impact on the natural environment and human beings from their business operations, the Company conducts research and development, procurement, production, operations, and services in accordance with the following principles:

1. Reduce resource and energy consumption of their products and services.
2. Reduce emission of pollutants, toxins and waste, and dispose of waste properly.
3. Improve recyclability and reusability of raw materials or products.
4. Maximize the sustainability of renewable resources.
5. Enhance the durability of products.
6. Improve efficiency of products and services.

Article 16 To improve water use efficiency, the Company properly and sustainably uses water resources and establish relevant management measures, constructing and improving environmental protection treatment facilities to avoid polluting water, air and land, and use best efforts to reduce adverse impact on human health and the environment by adopting the best practical pollution prevention and control measures.

Article 17 The Company adopts standards or guidelines generally used in Taiwan and abroad and assesses the current and future potential risks and opportunities that climate change may present to enterprises and to adopt climate related measures. The Company enforces corporate greenhouse gas inventory and to make disclosures thereof, the scope of which shall include the following:

1. Direct greenhouse gas emissions: emissions from operations that are owned or controlled by the company.

2. Indirect greenhouse gas emissions: emissions resulting from the generation of externally purchased or acquired electricity, heating, or steam.

The Company compiles statistics on greenhouse gas emissions, volume of water consumption and total weight of waste and to establish policies for energy conservation, carbon and greenhouse gas reduction, reduction of water consumption or management of other wastes. The Companies' carbon reduction strategies should include obtaining carbon credits and be promoted accordingly to minimize the impact of their business operations on climate change.

Chapter 4 Preserving Public Welfare

Article 18 The Company complies with relevant labor laws and regulations, and the international Bill of Human Rights and internationally recognized labor rights, fulfilling responsibility to protect human rights and adopts relevant management policies and processes, including:

1. Presenting a corporate policy or statement on human rights.
2. Evaluating the impact of the company's business operations and internal management on human rights, and adopting corresponding handling processes.
3. Reviewing on a regular basis the effectiveness of the corporate policy or statement on human rights.
4. Provide an effective, appropriate, clear, convenient, and unobstructed grievance channels with respect to matters adversely impacting the rights and interests of the labor force, in order to ensure equality and transparency of the grievance process and respond to any employee's grievance in an appropriate manner.

Article 19 The Company appropriately employs the local and provide information for employees so that the employees have knowledge of the labor laws and the rights they enjoy in the countries where the companies have business operations.

Article 20 The Company provides safe and healthful work environments for employees, including necessary health and first-aid facilities, endeavoring to curb dangers to employees' safety and health, organizing training on safety and health for employees on a regular basis for preventing occupational accidents.

Article 21 The Company creates an environment conducive to the development of employees' careers and establish effective training programs to foster career skills. The Company also establishes and implements reasonable employee welfare measures (including remuneration, leave and other welfare etc.) and appropriately reflect the business performance or achievements in the employee remuneration, to ensure the recruitment, retention, and motivation of human resources, and achieve the objective of sustainable operations.

Article 22 The Company establishes a platform to facilitate regular two-way communication between the management and the employees for the employees to obtain relevant information on and express their opinions on the Company's operations, management and decisions.

The Company respects the employee representatives' rights to bargain for the

working conditions, and provides the employees with necessary information and hardware equipment, in order to improve the negotiation and cooperation among employers, employees and employee representatives. The Company also informs employees by reasonable means of operation changes that might have material impacts.

Article 23 The Company treats customers or consumers of products or services in a fair and reasonable manner, including according to the following principles: fairness and good faith in contracting, duty of care and fiduciary duty, truthfulness in advertising and soliciting, fitness of products or services, notification and disclosure, commensuration between compensation and performance, protection of the right to complain, professionalism of salespersons etc and also develops the relevant strategies and specific measures for implementation.

Article 24 The Company takes responsibility for products and services, and takes marketing ethics seriously. In the process of research and development, procurement, production, operations, and services, the Company ensures the transparency and safety of products and services and further establishes and discloses policies on consumer rights and interests, and enforces them in the course of business operations, in order to prevent the products or services from adversely impacting the rights, interests, health, or safety of consumers.

Article 25 The Company ensures the quality of products and services in regard to customer health and safety and customer privacy involved in, and marketing and labeling of by following the laws and regulations of the government, relevant standards of industries and international guidelines so that the products and services shall not deceive, mislead, commit fraud or engage in any other acts which would betray consumers' trust or damage consumers' rights or interests.

Article 26 The Company evaluates and manages all types of risks that could cause interruptions in operations, so as to reduce the impact on consumers and society.
The Company provides a clear and effective procedure for accepting consumer complaints to fairly and timely handle consumer complaints, and complies with laws and regulations related to the Personal Information Protection Act for respecting consumers' rights of privacy and shall protect personal data provided by consumers.

Article 27 The Company assesses the impact procurement has on society as well as the environment of the community that they are procuring from, and cooperates with suppliers to jointly implement the corporate social responsibility initiative and also encourages suppliers follow the same standards as their channel suppliers in order to promote the influence of the Company's value chain.

The Company establishes supplier management policies and requests suppliers to comply with rules governing issues such as environmental protection, occupational safety and health or labor rights. Prior to engaging in commercial dealings, the Company assesses whether there is any record of a supplier's impact on the environment and society, and avoid conducting transactions with those

against corporate social responsibility policy.

When the Company enters into a contract with any of major suppliers, the content should include terms stipulating mutual compliance with corporate social responsibility policy, and that the contract may be terminated or rescinded any time if the supplier has violated such policy and has caused significant negative impact on the environment and society of the community of the supply source.

Article 28 The Company evaluates the impact of business operations on the community, and adequately employ personnel from the location of the business operations, to enhance community acceptance.

The Company participates actively and promotes social welfare activities through commercial activities, endowments, volunteering service or other charitable professional services, community education, citizen organizations, charities and local government agencies to promote community development.

Chapter 5 Enhancing Disclosure of Corporate Social Responsibility Information

Article 29 The Company discloses information according to relevant laws, regulations and the Corporate Governance Best Practice Principles for TWSE/GTSM listed Companies and fully discloses relevant and reliable information relating to corporate social responsibility initiatives to improve information transparency.

Relevant information relating to corporate social responsibility which the Company disclose includes:

1. The policy, systems or relevant management guidelines, and concrete promotion plans for corporate social responsibility initiatives, as resolved by the board of directors.
2. The issues and the impact relating to corporate social responsibility on the corporate operations and financial condition.
3. Goals and measures for realizing the corporate social responsibility initiatives established by the Companies, and performance in implementation.
4. Major stakeholders and their concerns.
5. Other information relating to corporate social responsibility initiatives.

Article 30 The Company adopts internationally widely recognized standards or guidelines when producing corporate social responsibility reports, to disclose the status of implementation of the corporate social responsibility policy. The Company also obtains a third-party assurance or verification for reports and the report includes:

1. The policy, system, or relevant management guidelines and concrete promotion plans for implementing corporate social responsibility initiatives.
2. Major stakeholders and their concerns.
3. Results and a review of the exercising of corporate governance, fostering of a sustainable environment, preservation of public welfare and promotion of economic development.
4. Future improvements and goals.

Chapter 6 Supplementary Provisions

Article 31 The Company should at all times monitor the development of domestic and foreign corporate social responsibility standards and the change of business environment so as to examine and improve established corporate social responsibility framework and to obtain better results from the implementation of the corporate social responsibility policy.

Article 32 The Company identifies and evaluates non-financial risks such as corporate governance, environmental and social, and drafts management mechanism. It will be implemented by ESG committee and regularly reports the results of the implementation to the board of directors.

Article 33 This principle, and any amendments hereto, shall come into in force after adoption by a resolution of board of director.
This principle was constituted on May 4, 2021.