D-Link®

2020

CORPORATE
SOCIAL
RESPONSIBILITY

D-Link®

D-Link

04 .

2020 CSR REPORT

Corporate Social Responsibility

05 .

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2020 CSR REPORT

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About this Report

Aligning with
International CSR Standards

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About this Report ————————

This report is compiled in accordance with GRI and AA1000 Standards.

D-Link attaches great importance to transparency in the disclosure of information related to non-financial performance, and enhances enterprise value through the combination of financial statements and non-financial information.

Reporting Period

The reporting period of 2020 CSR Report is from January 1 to December 31, 2020. There were no significant changes in our company's organizational size, structure, ownership, or supply chain during the reporting period.

Date of the Last Released Report

The 2019 CSR report was released in June 2020.

Reporting Cycle

The CSR report is released once a year.

Scope and Boundary of this Report

The economic information and data sources in this report are based on the company's consolidated financial statements published in the 2020 annual report. The consolidated revenue data covers the D-Link group's overall operating revenue. The disclosure of environmental and social categories is confined to the operational headquarters in Taipei.

Compilation Guidelines

This report is compiled based on the GRI Sustainability Reporting Standards(GRI Standards), the new version of standards. This report is compiled in accordance with core options.

Verification Criteria and Results

This report has been compiled through internal senior management meetings with a reference to external sources to improve its reliability. We have adopted Type 1 and High Assurance of AA1000 Assurance Standard established by Accountability, a global non-profit organization, as our assurance standard to perform the simulated assurance of information disclosed in the report. In the future, we plan to invite a third-party certification body for external assurance of the report.

External Measures of the Report

All financial data are from the consolidated financial reports that were audited and certified by KPMG Taiwan according to the International Financial Reporting Standards (IFRS). Moreover, the international certification for the ISO 45001 Health and Safety Management System has been successfully obtained, and the ISO 9001 Quality Management System, OHSAS 18001 Occupational Safety & Health Management System, ISO 14001 Environmental Management System, and ISO 14064-1 Greenhouse Gas Inventory Standards have verified by third-party certification bodies. The third-party certification bodies who work with us include TUV Rheinland Germany, SGS Taiwan, and AFNOR Group.

Contact Information

If you have any comments about this report, please feel free to contact us via the following ways. For ease of reference, this report will also be published on our website.

Address

No. 289, Hsinhu 3rd Road, Neihu District, Taipei City

Official website

www.dlink.com.tw

Contact person: Claire Yu

Phone

02-66000123

Email

ir@dlinkcorp.com

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Message from the Chairman ⎯⎯⎯⎯⎯⎯

Polishing Taiwanese Brands through Sustainability

02

Message from the Chairman

Accelerating the Resolution of Global Issues through the World's Best Network Communication Technologies and Professional Knowledge for the Benefit of Mankind, Society, and the Earth

Since its establishment, D-Link has continuously improved its technology and launched advanced network communication products to fully meet customers' needs and commit to the practice of ESG. Adhering to the spirit of environmental protection, social responsibility, and corporate governance, we strive to become an enterprise that realizes the benefits of all mankind, establishes the ability of the enterprise to operate sustainably, and fulfills the responsibility and mission of being global citizen.

Contribution to the Environment

Advances in science and technology have improved people's lives. Much waste is produced from mass production, transportation, and consumption, along with the abundance of material life. Severe resource reduction and pollution have damaged the environment, exceeded its natural recovery ability, and thus endangering the sustainable development of humanity. To achieve a better future, the network communication industry, in which D-Link is engaged, itself shoulders the responsibility of protecting the environment. We hope to preserve natural ecology through the innovation of communication technology, conserve energy, and reduce pollution in all aspects, including product design, materials, manufacturing process, and usage. Furthermore, we look forward to establishing a more harmonious relationship with the earth and creating a bright and sustainable environment for mutual benefits. In addition to the requirements for our operation environment,

we also promise to implement environmental awareness to all upstream supply partners.

Contribution to Society

By 2020, the Internet has become ubiquitous. With the global impact of the pandemic, the Internet is the key in connecting people, people with things, and between items, and remote communications have become our daily lives. Therefore, D-Link is committed to providing the best network communication products and technologies to improve the quality of life of all humanity. In recent years, D-Link has also combined edge computing, cloud computing, artificial intelligence and big data analysis technologies to provide solutions for enterprises, governments or medical institutions, making D-Link an indispensable partner of society and enterprises. D-Link uses technology and innovation to assist the various challenges faced by humanity and actively contributes to the community through specific actions, guiding colleagues to participate in society with empathy, and promoting society's interests.

Strengthening Corporate Governance

In 2020, D-Link strengthened its business direction, with "transparency, openness, efficiency, and compliance with national laws and regulations" as the guiding principle of corporate governance. Specific actions include organizational adjustment, strengthening the management of overseas branches, and improving the processes of R&D, procurement, manufacturing, and quality management, stabilizing corporate growth, and practicing innovation and breakthroughs. To fully implement corporate governance, D-Link also attaches great importance to communication with shareholders and employees, creating an excellent interactive channel and driving the company's positive development. D-Link will continue to fulfill its social responsibilities, provide global users

and corporate the best innovative technology experiences, enrich the lives of all human beings, realize a comprehensive ESG ecosystem, continue to advance in the pursuit of mutually beneficial sustainability, and become a positive force that elevates society. We are convinced that through the concerted efforts of our team, D-Link will be able to break through the siege of severe challenges in the future and create a vision of immense possibilities.

John Lee
D-Link Chairman
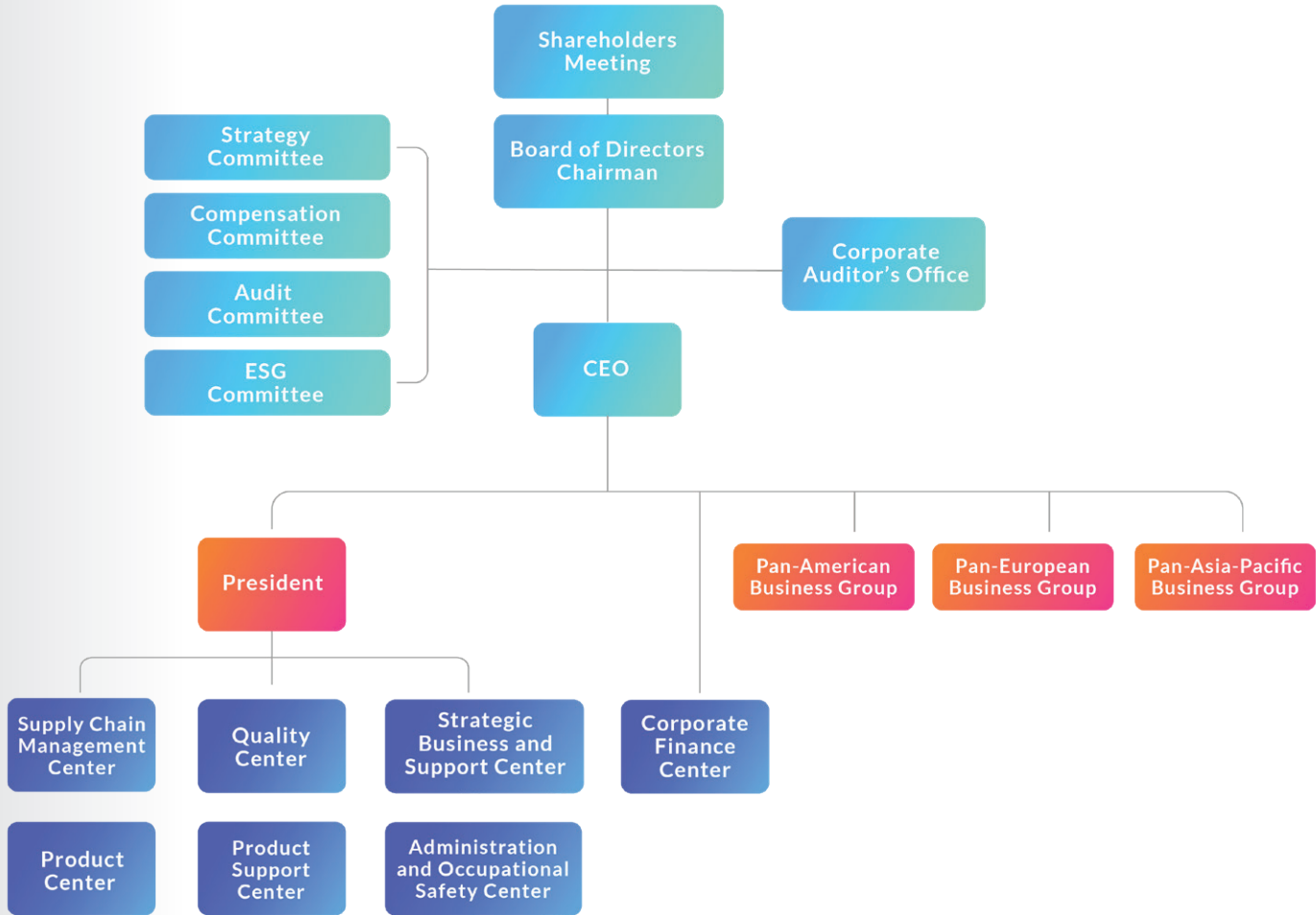
D-Link – Company Profile ————

Communication Anytime, Anywhere

- We participated in the Consumer Electronics Show (CES), fully exhibiting secure connection anytime, anywhere.

- A wide variety of our new products have swept the board at local and overseas awards and gained high recognition from the international media.

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D-Link – Company Profile

Communication Anytime, Anywhere

While chatting and live broadcasting on social media, using Facebook, and playing online games, mobile phones transmit megabytes of data per second to data centers million miles away over the sky, and various data are transmitted back to mobile phones through fiber networks and eventually via the Internet. With swiping mobile phones becoming a trend in contemporary life, D-Link's network communication products enable you to communicate anytime, anywhere.

Founded in 1986, D-Link Corporation has specialized in designing and developing computer network equipment and created the "D-Link" brand has been marked worldwide. It was established in a company limited by shares following the Company Act of the Republic of China and was listed on TWSE in October 1994 with stock code 2332. The paid-in capital is NT$6,500,000,000. With more than 2,000 employees worldwide, D-Link is a world-renowned professional Internet company. D-Link's main products are switches, hubs, routers, network bridges, network cards, peripheral network servers, network systems/ management software, cloud applications, solutions, etc. D-Link has played a critical role in the global small and medium-sized enterprises and home network market. Our consolidated revenue in 2020 was NT$15.18 billion. For more information regarding our financial information, please refer to the "2020 D-Link Annual Report".

Primary Products and Services

D-Link product lines range from Ethernet switches, broadband products, and wireless products to digital home products. Our customers include general consumers, business users, and network operators. Since its inception, D-Link has sold brand products throughout the world. Through internalization, localization, and globalization, sales performance has grown steadily. Deep-rooted in each market for many years, we have studied, designed, developed, and marketed our Internet communication equipment products and relevant services as the core of our business development. We have been committed to providing high-quality networking solutions to global consumers and businesses of all sizes. We have awarded international prizes to recognize our network products and services with complete and diverse product lines. D-Link has become a leading global consumer networking brand beyond the European and American mainstream markets. Moreover, our brand occupies a vital position in emerging markets, way ahead of the main competitors.

Operational Locations

D-Link has set up more than 127 marketing strongholds in 56 countries worldwide, including Taiwan, U.S.A., Canada, Europe, Australia, India, Singapore, Middle East (Dubai), Latin America, Brazil, Russia, and China.

U.S.A. and Canada	UK	Portugal	Hungary	Morocco	China
Mexico	Germany	Switzerland	Poland	Egypt	Japan
Argentina	France	Austria	Czech Republic	Saudi Arabia	Korea
Brazil	Italy	Denmark	Croatia	Israel	Singapore
Chile	Spain	Finland	Bulgaria	Turkey	Malaysia
Columbia	Netherlands	Norway	Romania	Pakistan	India
Ecuador	Belgium	Sweden		South Africa	Indonesia
Costa Rica	Greece			Kenya	Thailand
Peru				Nigeria	Australia
Guatemala					New Zealand
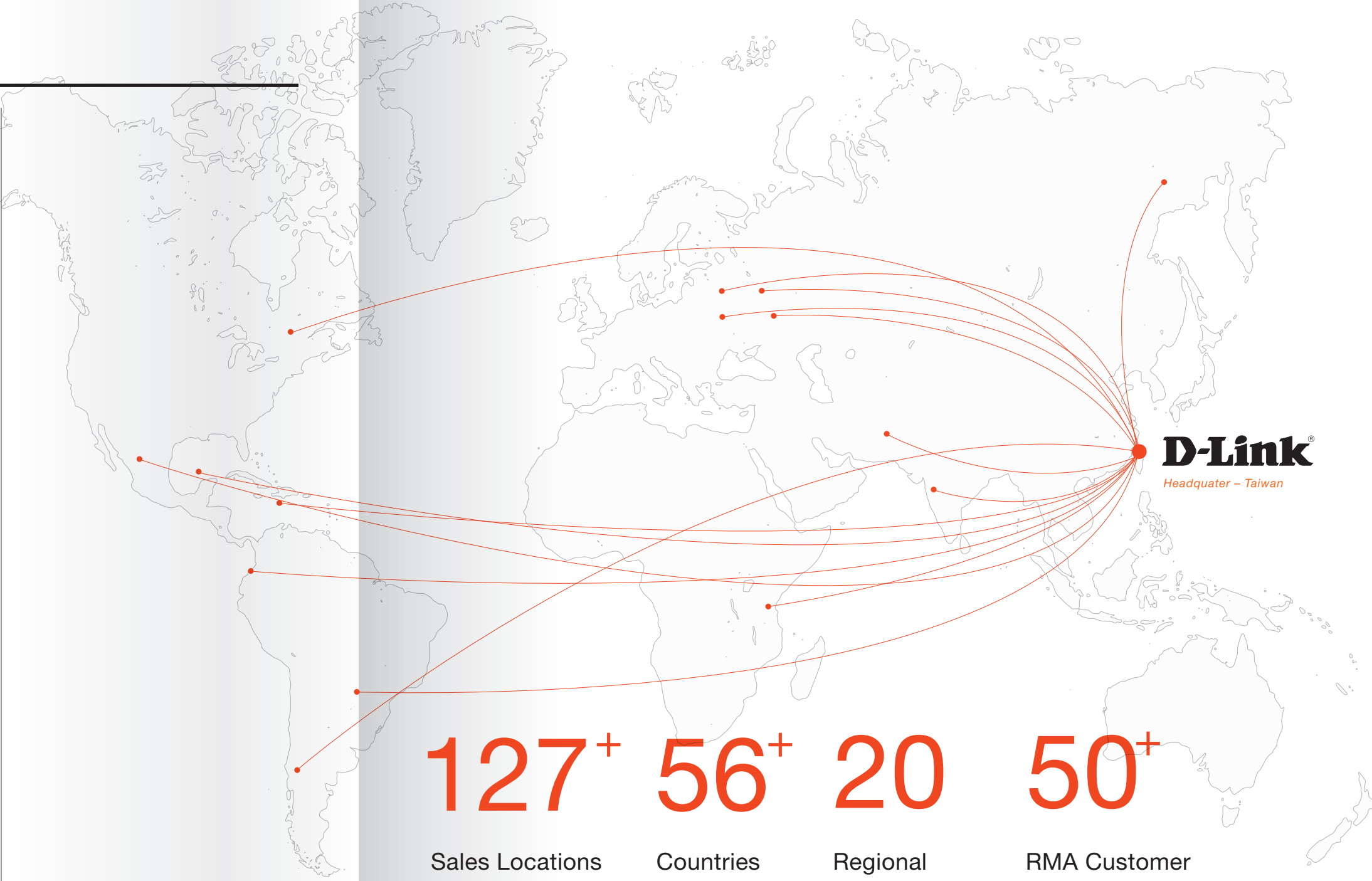
D-Link®
Headquater – Taiwan

127⁺ Sales Locations

56⁺ Countries

20 Regional Warehouse Management Centers

50⁺ RMA Customer Service Centers

D-Link – Company Profile

Participated in the Consumer Electronics Show (CES), fully exhibiting secure connection anytime, anywhere.

D-Link actively participates in international exhibitions. In addition, to increase the global visibility of Taiwanese brands, we also expand projects and business cooperation opportunities, especially in CES 2020.

Global network communication's leading brand D-Link has once again participated in the CES in 2020, the world's largest consumer electronics show, exhibiting its latest products such as 5G, AI, Mesh, and 802.11ax (Wi-Fi 6) Technology and solutions, providing a full range of intelligent wireless networking experience.

Dictionary: Wi-Fi 6

Wi-Fi is already an indispensable technology for everyone daily. However, a more friendly method is required to help most people to understand the sequence of difficult-to-understand terms such as 802.11n and 802.11ac. To welcome the arrival of 802.11ax, the next-generation Wi-Fi standard, a new naming method will be adopted in the future. For example, the next generation of mainstream technology, 802.11ax, will be identified with an easy-to-understand term: Wi-Fi 6. The Wi-Fi Alliance, which is in charge of wireless technology standards, has proposed brand new naming rules that involve simple representation using numbers to make product labels easy to understand. Consumers can make judgments of specifications and speed levels by simply using numbers. For example, D-Link has added the new Wi-Fi 6 logo to new products with the 802.11ax standard launched, which clearly distinguishes itself from the previous 802.11ac "Wi-Fi 5" generation!

Consumer Electronics Show

Consumer Electronics Show, abbreviated as CES, is the most well-known international trade fair for electronic products and technology. The Consumer Technology Association hosts it. It takes place in Las Vegas, Nevada, USA, in January every year, attracting major companies and industry professionals in technology industries, including manufacturers, technology development units, suppliers, or technologies closely related to consumers from all over the world to participate. Sponsored by the Consumer Electronics Association, it is not open to the general public. During the exhibition, we will hold several product preview meetings and new product launches.

5G
Take the Future with You
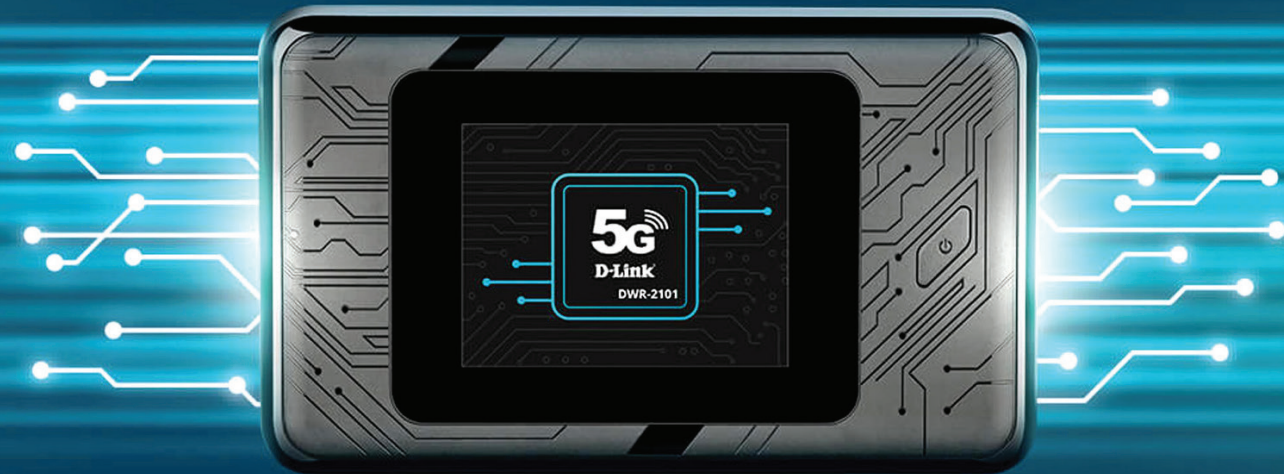
mydlink Wi-Fi Camera

Easy Remote Monitoring and Management and Other Intelligent Applications

D-Link's new mydlink Wi-Fi camera series supporting intelligent image analysis uses AI edge computing technology for people detection and provides more intelligent and personalized monitoring functions. Mydlink Wi-Fi cameras comply with ONVIF standards and are compatible with other ecosystem partners' equipment, including Google Assistant and Amazon Alexa, allowing users to experience smart home life truly. In addition, the mydlink Wi-Fi camera series use 128-bit wireless encryption and a built-in Bluetooth function to make settings easier and faster. Furthermore, cloud storage is plausible, and the free download mydlink application can easily manage remote monitoring and control.

5G

Experience Incredible Mobile Internet Speed No Matter Where You Are

D-Link insists on investing in research and development and launching new products that meet market needs. In addition to the mydlink AI Wi-Fi camera, two 5G products won the CES Innovation Award this year, DWP-1020 5GNR Outdoor CPE and DWR-2101 5G NR MiFi, beginnings to embrace the considerable business opportunities brought by 5G + AI in the future. Our latest 5G series products allow users to experience amazing mobile internet speeds no matter at home, in the office, or on the go.

Wi-Fi 6

Extremely Smooth Internet Experience for Users

D-Link's latest Mesh and 802.11ax (Wi-Fi 6) home network solution series are specifically designed for IoT and smart homes, including the 2020 IoT Breakthrough Award's COVR-1902 Home Mesh Wi-Fi system. Through D-Link Mesh technology, the seamless mesh network coverage is improved to ensure excellent Wi-Fi transmission signals. The new 802.11ax (Wi-Fi 6) series, equipped with OFDMA and two-way MU-MIMO technology, can significantly reduce latency and effectively improve the network coverage for users in multi-device transmission, creating an incredibly smooth internet experience for users.

D-Link – Company Profile

D-Link Crowned with Four International Awards

iF Award:
DCS-8526LH

The German iF Product Design Award, known as the "Oscar Award in the Product Design Industry," has 7,298 products from 56 countries worldwide in 2020. Through rigorous review and screening, D-Link's product with excellent product design stood out from thousands of participating products, was affirmed by an independent jury composed of 78 experts from all over the world, and won the iF product design award 2020. The award-winning DCS-8526LH Full HD rotary professional Wi-Fi camera won the TV and camera category product awards. D-Link's DCS-8526LH Full HD Rotating Wireless IP Camera has excellent AI functions, such as automatic dynamic tracking and human detection using AI edge technology. It is equipped with a Full HD Rotating Camera and has 138-degree wide-angle photography. Full HD high-resolution image quality and 30fps shooting frame rate. If there is any movement, it will not escape its eyes.

DCS-8526LH also provides support for IPv6, provides better connectivity, and adopts WPA3 security standards for higher security and better interoperability by ONVIF Profile S. Users can set up the camera via bluetooth to support voice assist functions, making the operation and control of the camera easier. The iF product design award is organized by the German independent design agency iF International Forum Design GmbH, with a history of more than 50 years. Germany's Red Dot, USA's Idea, and Japan's G-Mark are recognized as the four major international design awards. Winning the

iF Design Award symbolizes the adherence to international standards and affirmation in the design, innovation, and functionality of D-Link's products and services.

CES Award-Winning Products:
DWP-1020, DWR-2101

D-Link insists on investing in research and development and launching new products that meet market needs. In addition to the mydlink AI Wi-Fi camera, the two 5G products that won the CES Innovation Award in 2020, DWP-1020 5GNR Outdoor CPE and DWR-2101 5G NRMiFi are both It is the beginning to welcome the considerable business opportunities brought about by 5G + AI in the future. Its latest 5G series products allow users to experience incredible mobile Internet speeds whether at home, in the office, or on the go. The CES Innovation Award (CES Innovation Award) from the Consumer Technology Association (CTATM) is an annual award for outstanding design. The winning products span 28 categories. An elite review team composed of designers, engineers, and technology media personnel will review the products registered for selection based on design, functionality, consumer demand, engineering, and product comparison with competitors. Products with the highest scores in their respective product categories can be awarded the "Best of Innovation."

D-Link – Company Profile ─────────

D-Link's Innovations and Breakthroughs Win International Awards

Taiwan Excellence Award:
DSP-W320, DCS-8526LH

Global Netcom's leading brand D-Link Corporation announced that the 29th "Taiwan Excellence Selection" sponsored by the International Trade Bureau of the Ministry of Economic Affairs and executed by the Foreign Trade Association, has been released. Its DCS-8526LH FullHD rotating wireless network camera and DSP-W320 outdoor wireless Smart sockets stand out from many products and once again won the 29th Taiwan Excellence Award. The Taiwan Excellence Award is selected every year based on the five dimensions of R&D, design, quality, marketing, and Taiwanese production. The winning products are all "high-quality products with innovative value." They can authorize the Ministry of Economic Affairs to use the "Taiwan Excellence" logo to give award-winning products concrete. D-Link These two products can use the mydlink App and support Google Assistant, Alexa voice assistant to create more smart home networking applications.

In addition to the Taiwan Excellence Award this time, the DCS-8526LH network camera also won the German 2020 iF Product Design International Award. DCS-8526LH has a 360° rotating True Full HD 1080p panoramic monitoring lens and has a pan/vertical automatic image tracking function, capturing every room and every corner of the home. In addition, the DCS-8526LH's AI edge computing technology can accurately identify the movement of the human body to reduce misjudgments, and the lens can be fully rotated and retracted to achieve an actual privacy effect. There are also night vision

functions and a built-in two-way voice to enjoy home security 24 hours a day.

The DSP-W320 is an outdoor Wi-Fi intelligent socket that has passed the IP54 international protection level certification. It can easily remotely control home electrical appliances through the mydlink App. DSP-W320 has two independent sockets and USB power ports, which can flexibly control multiple devices and flexibly arrange switching schedules. Its dust-proof and waterproof design are especially suitable for outdoor environments such as backyard gardens, dusty driveways, barbecue parties, Swimming pool, etc. DSP-W320 can fully open and close with one key through the mydlink App, freely combine the operational status of lighting or smart home appliances, and realize convenient and intelligent life.

IoT Breakthrough Award:
COVR-1902

D-Link's latest Mesh and 802.11ax (Wi-Fi 6) home network solutions series are designed for IoT and smart homes and won the 2020 IoT Breakthrough Award.

The COVR-1902 Home Mesh Wi-Fi system, through D-Link Mesh technology, the seamless mesh network coverage is improved to ensure excellent Wi-Fi transmission signal. The new 802.11ax (Wi-Fi 6) series, equipped with OFDMA and two-way MU-MIMO technology, can significantly reduce the latency and effectively improve the network coverage for users in multi-device transmission, creating an incredibly smooth Internet surfing experience for users. IoT Breakthrough is part of the Tech Breakthrough Awards organization, dedicated to commending outstanding IoT technologies, services, companies, and products, as well as innovators with exceptional contributions, leaders, and visionaries. The IoT Breakthrough Award organizes related forums to let the public know about the achievements of various IoT companies and products, including connected homes and home automation, connected cars, industrial Internet (IIoT) and smart cities, consumer IoT, and so on.

Forward-looking Vision and Insights into the Future

Responsible Business Conduct and Moral Governance by Board of Directors

04

Forward-looking Vision and Insights into the Future

Responsible Business Conduct and Moral Governance by Board of Directors

The Board of Directors at D-Link is committed to the principles of business ethics and legal conduct. Our highest business ethics policy is to act in an ethical and legal manner, and maintain high standards of business integrity at D-Link.

In addition to having a forward-looking horizon and insights into the future, the Board of Directors at D-Link also requires all employees to always comply with D-Link's business conduct and the relevant regulations. Violation of D-Link's integrity guidelines is not permitted. If employees have any questions regarding whether their actions have violated D-Link's integrity guidelines, they should immediately consult the managers. For more information regarding members of the Board, their education background and professional experience, as well as its organizational structure, please refer to the Company's annual report for this year.

The Board of Directors at D-Link has assigned a dedicated unit, which is responsible for providing specific instructions on business conduct and ethics, and conducting regular review at its discretion, including the Code of Business Conduct Certification Program, in order to ensure compliance. Each operating unit or subsidiary is responsible for implementing such instructions, including managing the certification program.

D-Link's core value is integrity, which every employee needs to bear in mind when it comes to work attitude, values, business methods and principles. Moreover, the Company's business has developed globally, and the client base includes local government agencies and large-scale telcom operators. Any dishonest behaviors would not only jeopardize the corporate image and employee morale, but also break the trust between clients and D-Link. Therefore, the stakeholders pay close attention on such matter.

Prohibition of Any Form of Bribery

D-Link strictly prohibits any form of bribery, and relevant anti-bribery regulations are included in relevant documents, such as D-Link's "Code of Conduct" and "Procedures for Gift Acceptance". Promotion is carried out to make sure all employees understand Company's rules and regulations on integrity. Meanwhile, cooperative partners are required to abide by relevant laws and are prohibited from improper interests, bribery, or corruption, to maintain the highest standards of business ethics when interacting with manufacturers. As of this report, there has been no instance of bribery or corruption involving any of the Company's Directors, managers, or employees. Furthermore, all the Company's donations to third-party organizations are solely for charitable purposes. To ensure that donations and sponsorship will not be abused and used as a disguise for bribes, all donations are executed by specially appointed personnel and are planned by D-Link's Charitable Foundation and Care Club.

Anti-bribery Code of Conduct

The Company complies with all applicable anti-bribery laws. All employees are made aware that bribery is in violation of laws and are prohibited from engaging in any illegal or inappropriate behavior involving bribery, kickbacks, inappropriate rebates, or provision of gifts of cash or valuables to any other party in order to obtain or secure business favors related to D-Link's products or services. The aforementioned "any party" may refer to officials, employees, or representatives of governments, companies, public organizations, or international organizations, or any third party. The aforementioned illegal behavior or misconduct refers to the situation when there are appropriate reasons to believe that the act(s) of offering inappropriate pecuniary or other benefits to a person involved in the commercial decision-making process has substantially influenced the person's good judgment and decision-making. To maintain the Company's honesty and operational efficiency, all our employees are required to comply with

the following rules: All employees are prohibited from receiving improper benefits from the Company or from any third party in the course of their work, or having their family members and friends accept the aforementioned benefits in disguise. All employees are prohibited from offering kickbacks, bribes, and other benefits in the form of cash or goods to any of our business partners in order to obtain or secure business favors related to D-Link's products or services. All employees are strictly prohibited from manipulating, withholding, or abusing any information obtained in their course of work, and from making untruthful statements regarding important issues so as to obtain improper benefits.

Integrity and Honesty of Suppliers

D-Link's expectations of its suppliers' integrity and honesty are clearly stated in the contracts. It is stated in all our contracts that "In the event of any of the following conditions, D-Link has the right to rescind or terminate the contract with immediate effect if the Supplier attempts to offer any of D-Link's employees (including employees of our branch offices, subsidiaries, or affiliates) an improper benefit, including but not limited to agreed benefits, gifts, or bribes, or has engaged in a similar activity for his/her personal or the Company's interest."

None of our suppliers has been found to be involved in any illegal dealings in 2020.

Procedures for Gift Acceptance

The "Procedures for Gift Acceptance" established by D-Link is applicable to all employees, and explicitly prohibits any individual or group from improper behaviors, including but not limited to offer/receipt of bribes, unreasonable gifts, hospitality, or other improper benefits, and sets forth relevant countermeasures and handling for all people involved to abide by. The channels for misconduct reporting: Internal line: ext. 1444; External line: +886-2-66000123 ext. 1444. E-mail

address for misconduct reporting: coc@dlinkcorp.com. Personal e-mail address of the Chairman of the Disciplinary Committee: coc.chair@dlinkcorp.com. D-Link accepts both anonymous and non-anonymous reporting. The Company shall ensure the confidentiality of the reported content and identity of any whistleblower.

Protective Measures for Reporting Parties

1. Any employee who is reasonably convinced of himself or others out of good faith Violation of company regulations or any other illegal or unethical when the situation has happened, you should immediately report from the supervisor/ legal affairs supervisor/corporate governance supervisor.

2. All the above reports are regarded as confidential information, only for notification management personnel who are relevant and necessary to participate.

3. The company's policy is not to have any threats against bona fide informants' resentment mentality and behavior.

Fair Competition

The Company fully complies with all applicable business transaction laws and regulations, including the Fair Trade Act, anti-trust laws, and unfair competition laws. When competing for business opportunities, all of the Company's employees are prohibited from manipulating, withholding, and abusing any information obtained in their course of work, and from making untruthful statements regarding important issues in order to obtain improper benefits. The Company's policies on ensuring fair competition include:

1. As D-Link has businesses worldwide, local laws vary in scope and stringency in different regions, in the event of legal disputes, it is our local branches/subsidiaries that consults with local legal consultants to seek solutions that can best protect the Company' interests.

2. Should the disputes involve our headquarters, the headquarters shall collaborate with the local branches/subsidiaries to settle the disputes.

As an international company, D-Link, in addition to pursuing business growth, is committed to complying with laws and regulations governing fair competition both in Taiwan and around the world; meanwhile, it maintains the balance between all stakeholders' interests and social responsibility to uphold social and substantial justice. To ensure that the Company does not breach any principles of fair competition, we have always required our overseas subsidiaries to report any act or case involving violations of fair competition to the headquarters in the first place.

The headquarters' appointed personnel will notify our legal and other relevant departments immediately, who will then discuss, investigate, and confirm the scope of the reported case. The case may be addressed through negotiation or litigation, depending on the situation. In the future, if there is any violation of fair competition and will have an impact on D-Link's business, operations, and prospects, the situation will be assessed and handled in an appropriate manner.

As of the end of 2020, there had been no report of any such related cases.

Disciplinary Committee

To ensure that all our employees' conduct is in line with the principles of integrity and honesty, D-Link has set up the Disciplinary Committee to implement relevant practices. The chairperson of the Disciplinary Committee is appointed by the Chairman of the Board of Directors, and the committee shall comprise no fewer than seven members. Members of the Disciplinary Committee are elected from the human resources, legal, audit, business, research and development, and administration departments. Responsibilities of the Disciplinary Committee include:

1. Notification, receipt, evidence collection, investigation, and handling regarding illegal matters. This applies to reported cases and autonomous investigations.

2. Monitoring any abnormal dealings that our procurement, technology, business, marketing, or other departments may have with our manufacturers.

3. Establishing employee reward and penalty systems, and disseminating related information.

4. Explaining legal sources, providing consultation on laws and regulations, and liaising with legal agencies.

5. Monitoring and investigating any abnormal business dealings with manufacturers.

6. Making regular and unscheduled announcements on relevant regulations and policies.

7. Taking action once required by competent authorities and stakeholders.

8. The Disciplinary Committee is not a permanent unit. When a complaint or violation occurs, it will select the members of the meeting according to the reason. No cases of integrity violations were found in 2020, so no meeting was held.

There was no instance regarding breaches of integrity in 2020.

ESG Committee

Since 2021, the Board of Directors has approved the establishment of the ESG Committee, which is responsible for the proposal and implementation of corporate social responsibility policies, systems, or related management guidelines and specific promotion plans. It regularly reports to the board of directors twice a year. The tenet of sustainable development includes the six aspects of green earth, employee and social care, sustainable product development, value supply chain management, corporate governance, information and communication, which the senior executives of D-Link execute promoted by functional organizations. All aspects of sustainable development reflect D-Link's determination to achieve corporate sustainability goals.

D-Link ESG Committee

Green Earth

Value Supply Chain Management

Employee and Social Care

ESGCommittee
The committee members shall be composed of at least three members recommended by the chairman. More than half shall be independent directors and shall select a convener and chairman of the meeting.

Corporate Governance

Sustainable Product Development

Information and Communication

Forward-looking Vision and Insights into the Future

The Professional and Diverse of the Board of Director

D-Link has set the board of directors' diversity policy in Article 20 of the "Corporate Governance Best Practice Principle." We have nine directors, the percentage of the Company's directors who are an employee is 22%, and the rate of independent directors is 33%. The current Board of Directors consists of members with professional experience in various fields, such as management administration, leadership, decision-making, and industrial knowledge. Mr. Richard Chen has a professional background in accounting and financial analysis, and Mr. Joseph Wang and Mr. Richard Lee have legal background expertise. They can provide professional advice to the Company from different perspectives.

The Self-Evaluation of the Board of Directors

According to the Company's "Regulation of Self-Evaluation of the Board of Directors," it was resolved the assessment results on the performance of the Board of Directors at the meeting on 2021.03.17. The overall average score of board performance self-evaluation is 4.86 points (out of 5 points); the overall average score of individual directors' performance self-evaluation is 4.65 points (out of 5 points). The above information shows that the board is working well.

Audit Committee

The Company completed the re-election of Directors for the 12th term of the nine directors (including three independent directors) at the Regular Meeting of Shareholders in 2020. All independent directors serve as members of the audit committee and assist the Board in fulfilling its oversight of the quality and integrity of the accounting, auditing, reporting, and financial control practices of the Company. The Company's Audit Committee held a total of 6 meetings in 2020, and the average attendance rate of all members was 100%.

Audit Committee Members

Titel	Name
Convener (Independent Director)	Richard Chen
Committee member (Independent Director)	Richard Lee

Remuneration Committee

Remuneration Committee consists of 3 independent directors and two professors. It stipulates and regularly reviews the policies, systems, standards, and structure of performance assessment, salaries, and remunerations of directors and managerial officers. The Company's Remuneration Committee held a total of 6 meetings in 2020, and the average attendance rate of all members was 90%.

Compensation Committee Members

Titel	Name
Convener (Independent Director)	Richard Lee
Committee member (Independent Director)	Richard Chen
Committee member	Chyan Yang
Committee member	Sue-Fung Wang

Information on Directors

Title	Name	Education and work experiences
Chairman & CEO	John Lee	Education: Graduate Institute of Electrical Engineering, National Taiwan University Experience: Chairman of Alpha Networks Inc.
Director	Young Syun Investment Co., Ltd. Representative: Joseph Wang	Education: Department of Law, National Chung Hsing University
Director	Young Syun Investment Co., Ltd. Representative: Victor Kuo	Education: Graduate Institute of Electrical Engineering, National Taiwan University Experience: President of AXUS Microsystems, Inc. & Amit Wireless Inc., CEO of Amigo Technology, Inc.
Director	Pu Ju Investment Co., Ltd. Representative: David Tai	Education: Massachusetts Institute of Technology Experience: Investment Manager of Walden international, Project Manager of Manufacturing Department of Taiwan Semiconductor Manufacturing, Partner and Vice President of Maxima Capital Management, Business Manager of Digital Equipment Corporation (Compaq Computer)
Director	Pu Ju Investment Co., Ltd. Representative: Alan Yu	Education: Master of Science Computer Engineering, Santa Clara University California Experience: CEO of Asia Cybermart International Holding., CTO of Asia Pacific Japan, HP., President of Orinda Networks Nanjing., GM of Advance Technologies, Cisco System China.
Director	Howard Kao	Education: San Jose State University, USA
Independent Director	Richard Lee	Education: Graduate Institute of Mainland China Studies, National Sun Yat-Sen University Experience: Presiding Judge of Taiwan Kaohsiung District Court
Independent Director	Richard Chen	Education: Bachelor in Accounting, Chinese Culture University Experience: Accountant of RongCong United Accounting Firm, Accounting Manager of DBTel Taiwan Limited., Finance Manager of Tze Hsin Transportation and Terminal Co., Ltd., Accountant of Cheng He CPAs Firm, Accountant of TurnerMoore LLP.

Note: To elect one Independent Director on the 2021 Annual General Meeting.

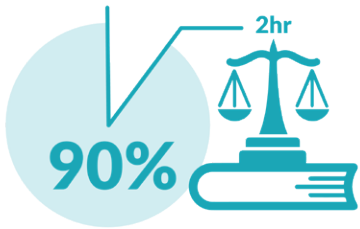Forward-looking Vision and Insights into the Future

Integrity Management, Education and Training

The company attaches great importance to integrity management and formulates the "Company Integrity Management Code," which all employees must abide by. The company also through education, training, and publicity, so that all employees can understand the company's integrity management policy and direction:

2hr
90%

3 6hr

2. External Training

From 2020 to the first half of 2021, 10 people applied for external education and training. Each person received an average of 9.3 hours of education and training related to accounting systems and internal control systems for 93 training hours.

4. Directors' Advancement Courses

External training courses for directors, supervisors, and independent directors are implemented in 2021, including "New Trends in Green Finance," "Application of Artificial Intelligence Principles," "Corporate Sustainability Accelerators - CSR, ESG and SDGs", and "Green Energy Innovative business model for Corporate Governance" and other lectures, the number of participants in the course is 3, each of whom takes 6 hours of courses, so 18 hours in total, the attendance rate of the course is 100%. In the second half of 2021, the Code of Integrity Management will continue to be implemented, and online courses are expected to be recorded. In the future, they will be listed as compulsory online courses in conjunction with the training system. It is hoped that through newcomers/external/internal education, training and publicity, the policy and direction of D-Link's integrity management can be communicated and conveyed to employees, and therefore continue to promote a high standard of professional ethics and culture, and abide by various laws and regulations.

195
2hr

1. New Employee Training

Incorporating integrity management into the content of new employee education and training, every new employee in the further employee education and training courses has promoted to abide by the company's integrity principles and ethical behavior standards. From 2020 to the first half of 2021, a total of 195 new employees received 2 hours of integrity education and training, totaling 390 training hours.

10   9.3hr
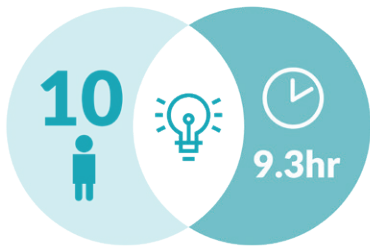
3. Internal Training

In the first half of 2021, we conducted the "Lectures on the Rule of Law and Integrity Education." Through the external professional lecturer Li Chuanhou from the Boli Law Firm, the experienced external lecturer taught the interspersed video and case studies. It's participated by the heads of each unit. The number of participants in the course was 45. Each person received 2 hours of "Lectures on the Rule of Law and Integrity Education," totaling 90 training hours. The course attendance rate was 90%, and the satisfaction score was 85.41.

D-Link
034 .
2020 CSR REPORT
Corporate Social Responsibility
035 . | As the pioneer in the global digital era
01 02 03 04 **05** 06 07 08 09

As the pioneer in the global digital era

D-Link Creates a New Digital Silk Road of The Century and Breaks Down Digital Barriers

Peru
Comprehensive Network Solution for Largest
Business Association in Peru

Colombia
D-Link Brings Divine Connectivity to Monastery
in Colombianetworks

India
Implementation of LAN & Wi-Fi Infrastructure
for COVID wards at M. R. Bangur Hospital

India
Deployment of LAN for Wi-Fi and Surveillance
in Indian State College

Sweden
High Availability and High Connectivity in Stockholm

Australia
D-Link provides greater capacity for Telair to
grow their business with a Top of Rack Data Center
Switch Solution

/05

D-Link

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2020 CSR REPORT

Corporate Social Responsibility

037 .

| As the pioneer in the global digital era

01 02 03 04 05 06 07 08 08

As the pioneer in the global digital era

We become the first to seize unlimited business opportunities in cloud computing in the new Digital Silk Road in the 21st century

In the face of unprecedented opportunities in the IoT era, industries around the world are immediately acting to invest in digital transformation through the new digital silk road, turning to new business models. Apart from actively embracing digital transformation and moving toward smart enterprises, leaders who act first, will be the first to formulate future blueprints and increase profitability and efficiency.

Since the arrival of the 5G era, the Internet has become a gold mine for enterprises. Numerous industries rush to ride this trend to ensure that they seize opportunities in this industrial revolution and the gold rush of the century. Enterprises around the world are gearing up to embrace online business opportunities.

They are actively seeking quality partners and gathering resources, in hopes of becoming the final winner in the war of the century. As a top global network device brand, D-Link has assisted many customers from the Americas, Europe, Africa, and Asia in establishing network devices in 2020, and helped them seize unlimited business opportunities in cloud computing.

Sweden *Stockholm*
StockholmsStadsnät

Australia *Queensland*
Telair

Stockholm, Sweden

Kolkata, India

Tamil Nadu, India

Colombia

Peru

Queensland, Australia

Colombia
Cerro de Monserrate

Peru
Cámara de Comercio de Lima

India *Tamil Nadu*
National Institute of Electrons & Information Technology (NIELIT)
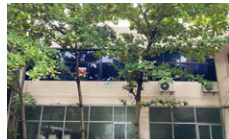
India *Kolkata*
M. R. Bangur Hospital

As the pioneer in the global digital era

Based on D-Link's theory of digital evolution, cloud is the future

D-Link's outstanding network communications products help companies around the world gain the most instant business insights, enabling digitization of operations and cost and profit transparency, as well as creating a perfect user experience.

"

Faced with the fact that cloud is the era of the future, D-Link helps companies around the world leverage their efforts, accelerate transformation into smart enterprises, and keep up with the wave of cloud and mobile networking. D-Link believes that the major focus in this wave of transformation is based on innovative technologies, including big data, IoT, and artificial intelligence (AI), which will subsequently lead to the birth of smart enterprises. As it is very likely that this round of transformation may reverse the job roles of humans and machines, and lead to the development of new industrial competition, the impact it causes will be even greater and farreaching. D-Link's products will help companies around the world gain the most instant business insights, enabling digitization of operations and cost and profit transparency, as well as creating a perfect customer experience. D-Link's products are able to combine marketing, e-commerce, sales and service processes, compile and generate 360-degree consumer images on a singled integrated platform to adjust business models, there-

by improving satisfaction with better service quality, and establishing new brand value. In recent years, D-Link's customers around the world have shown strong demand for network communications devices because "they will not have any future in the information and data era if they do not pay attention to digital transformation." Each industry hopes to conduct operational information analysis through hardware upgrades in order to provide decision-makers with real-time and accurate business insights, so that companies can lay out future strategies, while conducting review and tracking with real-time analysis systems, thereby fully implementing innovative technologies and digital management. When the world changes too rapidly, technology will constantly cause impact more quickly. Hence, the only way to maintain competitive advantage is to engage in continuous transformation. D-Link recommends that companies need to clearly define their vision for the next 10 years when implementing digital transformation. By developing their own key capabilities, they will progress together with their own talents. Companies can obtain tickets to participate in each stage of the competition, as well as discover and create the future only by constantly transforming and remodeling themselves. At the same time, since this wave of digital transformation is led by the advancement and application of machine intelligence, digital strength not only is a tool for improving operational efficiency, but may also become the key to driving future career development. Due to the rapidly changing business and technological environment, not only does the manufacturing industry promote new manufacturing concepts, but financial institutions also position themselves as technology companies. It is getting increasingly difficult to predict new sources of competition, while the industrial landscape will also change constantly.

Making good use of partners may effectively shorten exploration time, thereby reducing transformation uncertainties. D-Link is the best network communications device brand in the

world. As the pioneer in the global digital era, D-Link assists companies in laying out plans for the new Digital Silk Road in the 21st century, and also helps companies make good use of cloud technology and own the latest technology and applications at optimal cost. As long as companies are determined, the digital transformation of traditional and startup companies can definitely lead to amazing operational performance and profits in the face of the cloud era in the future.

Selected Successful Cases Ⓐ

Peru — Comprehensive Network Solution for Largest Business Association in Peru

CCL CÁMARA DE COMERCIO LIMA
La Fuerza de los Empresarios

Client	Cámara de Comercio de Lima
Industry	Commerce
Location	Peru
Challenge	Providing connectivity to over 500 employees, as well as visitors to the convention center and auditorium
Solution	Highly efficient switches and Access Points, as well as centralized management with Nuclias Connect.
Results	Increased productivity, with reliable coverage across the premises that can serve many simultaneous users

Overview

The Cámara de Comercio de Lima has been an association of businesspeople, entrepreneurs and those who are dedicated to trade, production and services since 1888. Though its main headquarters are based in the capital, Lima, it has operations nationwide. They teamed up with D-Link to develop a robust and scalable IP network solution.

Challenge

The main challenge was to meet the needs of the associations 500 users in the main office, who need constant connectivity with their 15,000 associates. Centralized access was required, as well as a comprehensive reporting system to optimize the customer experience.

Solution

D-Link provided a complete end-to-end network infrastructure solution. It included L3 core switches in a stack configuration, PoE-capable access switches and access points with centralized management by Nuclias Connect.

The DGS-3630 series is ideal for being at the core of the network with advanced Layer 3 features such as RIP, Static Routing, Quality of Service (QoS) amongst a host of others. The solution comprised four switches configured in a stack, connected via 10 Gigabit fiber connections to provide stable, centralized management that simplifies administration and ensures redundancy. Each switch included a data attachment cable (DAC) and a transceiver to enable fiber connectivity in addition to 24- and 48-port options.

The DGS-3120 Series of switches were configured as access switches. With PoE capabilities, IP telephones and cameras, as well as Access Points can be directly connected and powered via the switch, wherever they are located on the premises. Furthermore, they have improved security features to secure connections, without slowing things down.

The DAP-2695 Access Points were deployed to offer robust wireless throughout the building. Managed through Nuclias Connect, Wi-Fi coverage can be customized and optimized centrally via the Connect software. The Access Points are powerful enough to provide connectivity across the convention center an auditorium where daily events are held, attracting a large number of guests.

Result

The end-to-end network solution, with robust equipment, offers high availability, giving the chamber of commerce the ability to respond quickly to the needs of its users and employees. It serves all their requirement for activities such as online training, courses and events amongst others.

Nuclias Connect, as an integrated wireless solution enables efficient wireless connections, even in large areas with heavy usage.

Products and Services

- DGS-3630 Layer 3 Stackable Managed Switches
- DGS-3120 xStack L2 Managed Stackable Gigabit Switches
- DAP-2695 AirPremier N Simultaneous Dual Band PoE Access Point
- Nuclias Connect

DAP-2695

DGS-3120 Series

DGS-3630 Series

Selected Successful Cases Ⓑ

Colombia — D-Link Brings Divine Connectivity to Monastery in Colombia

Cerro de
MONSERRATE

Client	Cerro de Monserrate
Industry	Religious Tourism
Location	Bogotá, Colombia
Challenge	Disparate systems required a unified network to simplify overall management
Solution	The DGS-3630 and DGS-1510 families, combined with 10G connectivity
Results	A reliable network with minimal downtime that can be counted on, as well as high-sped Wi-Fi for all visitors

Overview

Cerro de Monserrate is a monastery located more than 3000 meters above sea level, atop the Monserrate mountain in Colombia. The monastery and surrounding area attract not just tourists, but being highly scared, pilgrims as well.

Besides the monastery, there are typical tourist services such as a restaurant, souvenir shops, as well as funicular providing tourists an easy to way to summit the mountain and access the monastery. A network was required to unify all systems located within the sanctuary.

Challenge

Cerro de Monserrate is a monastery located more than 3000 meters above sea level, atop the Monserrate mountain in Colombia. The monastery and surrounding area attract not just tourists, but being highly scared, pilgrims as well.

Besides the monastery, there are typical tourist services such as a restaurant, souvenir shops, as well as funicular providing tourists an easy to way to summit the mountain and access the monastery. A network was required to unify all systems located within the sanctuary.

Solution

With so many mission-critical systems all operating over one network, reliability it paramount. The management of the funicular and the ticketing office have no tolerance for faults or downtime. Without them, operations in the sanctuary grind to halt.

With that in mind, the DGS-3630 was selected to be the workhorse of the network due to its exceptional reliability characteristics:

• A redundant power supply offers protection in the event of failure, and being hot swappable, can be replaced without switching off or interrupting the switch.

• Loopback Detection prevents potential loops and broadcast storms crippling the network.

• Ethernet Ring Protection Switching automatically redirects traffic through a new port in less than 50ms in the event of port failure.

For the access layer, the DGS-1510 Series was chosen to provide exceptionally high-capacity switching. Stackable up to 6 devices, it offers extensive amounts of bandwidth that can handle all the traffic you would expect in a busy tourist area without breaking a sweat. Other features such as Auto Surveillance VLAN ensures that footage from sanctuary-wide surveillance cameras is smooth and high quality.

Both series of switches feature 10 Gigabit uplinks, meeting all the switching needs of the sanctuary. Furthermore, ability to stack switches physically or virtually allows easy network expansion should network demands increase over time.

Result

A reliable network in place means overall much less downtime for services and applications across the sanctuary. This not only ensures smooth ticketing and entering the of the premises, but also improves the overall safety of the funicular.

Visitors and pilgrims can now easily get online and use Wi-Fi during the entirety of their stay at the sanctuary, with no slow down and no bottlenecks.

Products and Services

• DGS-3630 Layer 3 Stackable Managed Gigabit Switch Series

• DGS-1510 Gigabit Stackable Smart Managed Switch Series

• DEM-432XT 10GBASE-LR SFP+ Transceiver

DEM-432XT

DGS-1510

DGS-3630 Series

Selected Successful Cases ©

India — Implementation of LAN & Wi-Fi Infrastructure for COVID wards at M. R. Bangur Hospital

M. R. BANGUR HOSPITAL

Client	M. R. Bangur Hospital
Industry	Healthcare
Location	Kolkata, India
Challenge	Conduct a site survey inside a COVID hospital during lockdown, submitting the proposal along with timely delivery and completion of the project
Solution	Provide an LAN solution with Wi-Fi connectivity inside each COVID ward
Results	A feature-rich, robust Wi-Fi network for improved infrastructure, reliability and redundancy

Overview

The municipal government of West Bengal decided to build Wi-Fi infrastructure with robust coverage within COVID wards of the M. R. Bangur Hospital. This wireless connectivity must help doctors and support staff stay connected to HQ and upload real-time ICMR data and daily reports along with statuses of patients. It will also provide Wi-Fi connectivity for COVID patients, helping them to stay in touch with their family in such critical situation.

Challenge

To provide a robust and scalable campus LAN solution along with Wi-Fi connectivity within the designated COVID wards. With many disease prevention measures in place, timely delivery and completion of the project under a lockdown

scenario was truly a challenge, as well as maintaining the health of engineers.

Solution

D-Link provided a complete switching infrastructure along with the Wi-Fi connectivity in the COVID wards of the hospital. Featuring a core-distribution-access architecture, layer 3 and layer 2 managed switches were deployed.

At the core layer the DXS-3400-24SC 24-Port Layer 3 Stackable 10 Gigabit Managed Switch was deployed. It is a high-performance switch delivering 10-Gigabit switching, routing, and ultra-low latency. Apart from the vast number of ports — 20 10G SFP+ ports and four 10GBASE-T/SFP+ combo ports — it can be physically stacked up to a total of four devices. It is also equipped with layer 2+ static routing, optional layer 3 dynamic routing, data center bridging features and hot-swappable power supplies & fan modules.

At the distribution layer the DGS-3130-30TS Gigabit Stackable Managed Switch with 10G uplinks was deployed. Again, with a large amount of port options — 24 1GBase-T ports, two 10GBase-T ports and four 10G SFP+ ports — it is highly versatile. Furthermore, it features lite layer 3 professional-grade management and security capabilities.

At the access layer the DGS-1510-28P Gigabit Stackable Smart Managed Switch with 10G uplinks was deployed. Again, with a similar amount of ports — 24 1GBASE-T PoE ports, two Gigabit SFP ports, and two 10G SFP+ ports. The switch is also packed with layer 2 management and security features, as well as basic layer 3 capabilities such as static routing and inter-VLAN routing. Finally, it has a hefty PoE power budget for powering external devices such as access points.

For managing the wireless, the DWC-F2000 Wireless Controller was rolled out. As a hardware-based controller, it can simplify access

point configuration via centralized management and solve the cumbersome issues of traditional fat access point management.

Lastly, for providing the wireless connectivity, the DWL-F6612-I Indoor Wireless Ceiling Access Point was brought into play. As a high-performance device, it offers advanced connectivity for medium to large-sized Wi-Fi networks. It also comes fully equipped with dual-band connectivity (2.4 & 5 GHz) with a max throughput of 1,200 Mbps, MU-MIMO for simultaneously serving more users and finally integrated Smart Wireless technology.

Result

D-Link, with its 10G backbone switching solution, as well as wireless architecture delivered a feature rich, robust solution for Wi-Fi connectivity, improving the customer experience when logging onto the Wi-Fi within the wards.

Products and Services

- DXS-3400-24SC 24-Port Layer 3 Stackable 10 Gigabit Fiber Managed Switch
- DGS-3130-30TS 30-Port Lite Layer 3 Stackable Managed Gigabit Switch
- DGS-1510-28P Gigabit Stackable Smart Managed Switch with 10G Uplinks
- DWL-F6612-I 802.11a/b/g/n/ac 2G/5G Indoor Wireless Ceiling AP
- DWC-F2000 Wireless Controller

DXS-3400-24SC

DGS-3130-30TS

DGS-1510-28P

Selected Successful Cases Ⓓ

India — Deployment of LAN for Wi-Fi and Surveillance in Indian State College

Client	National Institute of Electrons & Information Technology (NIELIT)
Industry	Education
Location	Tamil Nadu, India
Challenge	To re-vamp the existing infrastructure with a 10G backbone, along with Wi-Fi connectivity and a surveillance solution.
Solution	Provided a complete end-to-end solution with a strong switching solution along with seamless Wi-Fi connectivity and cameras for the classrooms and real-time streaming
Results	A feature rich, robust Wi-Fi network for improved customer infrastructure reliability and redundancy for seamless video streaming and connecting to the National Knowledge Network (NKN)

Overview

The NIELIT is a society with strong ties to the Ministry of Electronics and Information Technology of the Indian Government. They offer IT training for learners of all levels. As a state college, they needed to abide to a new mandate declaring all campus' networks be revamped with complete 10G infrastructure with exceptional Wi-Fi connectivity. For this they turned to D-Link.

Challenge

Revamp the existing infrastructure of copper and fiber with a powerful 10G backbone, as well as integrating a third-party firewall to ensure safety of the network.

Solution

D-Link provided a complete switching infrastructure solution, including the DXS-3400 Series and DGS-3630 Series. Being Layer 3 switches with 10G copper and fiber, they were deployed for seamless connectivity, along with redundancy features, for connections between storage and servers. A complete hands-on experience was provided to students on bandwidth testing of 10G switches.

The DGS-1510 Layer 2 POE and non-POE switches were deployed at the access layer to support IP cameras and access points. IP Surveillance was installed in all classrooms and in common areas, with an NVR allowing retrieval and playback of footage. Several models of IP cameras were deployed—including Full HD Day and Night Outdoor Dome Cameras and Day and Night Outdoor Bullet Camera—that best suited the environment that they were to be deployed in. The DNR-F4432 32 channel Professional Network Video Recorder was deployed for its advanced playback abilities.

Wireless access points and controllers were installed for students to experience roaming without lag or internet dropouts and be able to view live streaming. The DWL-6620AP Dual-Band 802.11n/ac Wave 2 Unified Wireless Access Point were deployed, with an embedded D-Link Smart Antenna, to help ensure reliable and optimized connectivity. All access points are centrally managed by the DWC-2000 Wireless Controller, designed especially for campus, hospitality, and medium-to-large enterprise environments. It is a cost-effective wireless management solution suitable for large access point deployments. Capable of managing 64 Unified Wireless Access Points out of the box, it provides a reliable, secure, self-healing, scalable wireless network.

Result

D-Link's switching solution, along with wireless architecture, delivering a feature-rich robust solution for Wi-Fi connectivity that vastly improves reliability and redundancy. Furthermore, seamless video conferring is now offered to the leadership team thanks for the newly installed 10G backbone.

Products and Services

- DXS-3400-24TC & DXS-3400-24SC 24-Port Layer 3 Stackable 10 Gigabit Managed Switch
- DGS-3630-28TC 28-Port Layer 3 Stackable Managed Gigabit Switch
- DGS-1510-28P & DGS-1510-52 Gigabit Stackable Smart Managed Switch
- DWC-2000 Wireless Controller
- DWL-6620AP Dual-Band 802.11n/ac Wave 2 Unified Wireless Access Point
- DCS-F4622E 2 MP Full HD Day & Night Varifocal Enhanced Outdoor Dome Network Camera
- DCS-F4724 4MP Day & Night Outdoor Varifocal Bullet Network Camera
- DNR-F4432 32CH Professional Network Video Recorder
- D-View 7

DXS-3400-24TC

DGS-3630-28TC

DGS-1510-28P

D-View 7
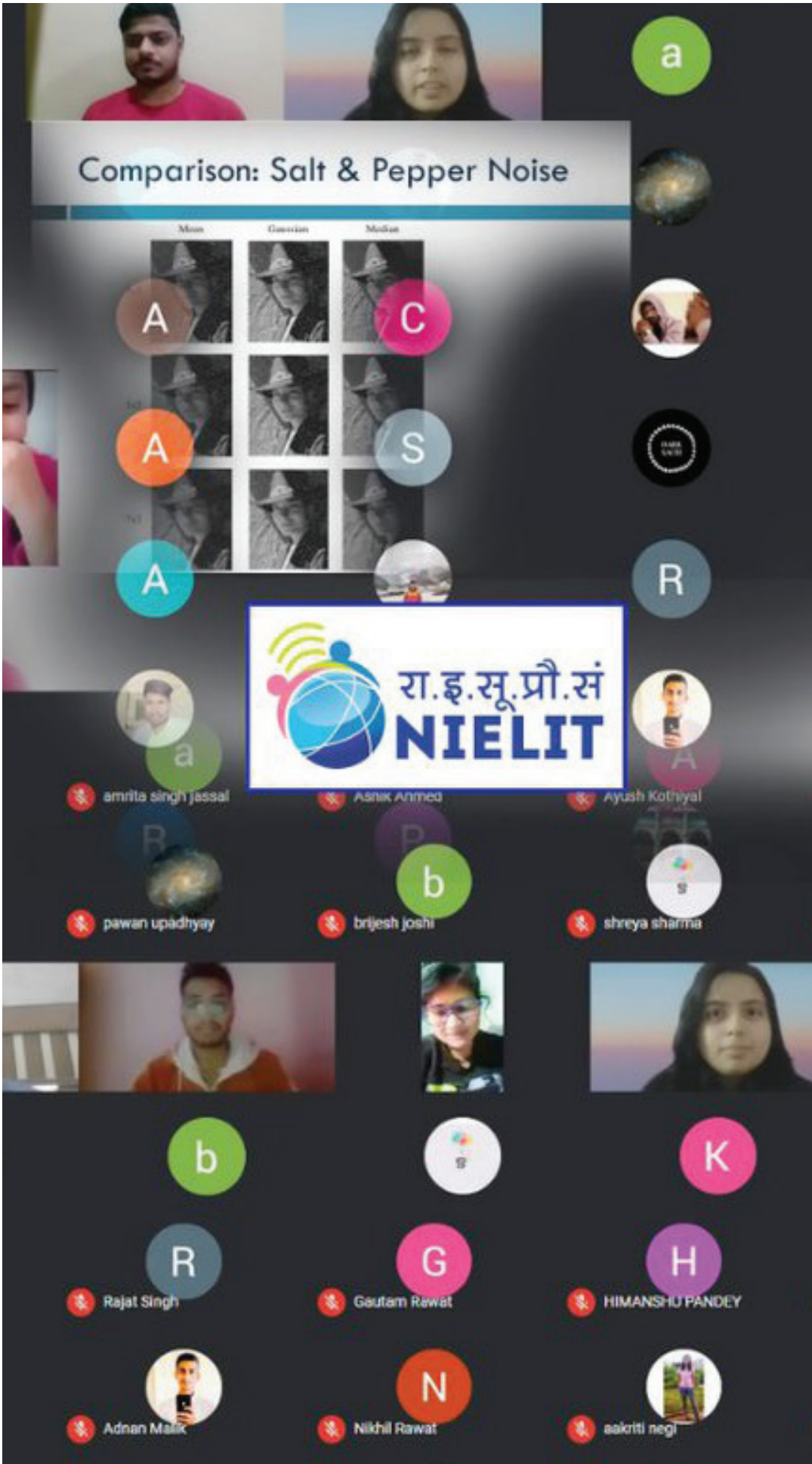
Selected Successful Cases Ⓔ

Sweden — High Availability and High Connectivity in Stockholm

STOCKHOLMS STADSNÄT

Client	Stockholms Stadsnät
Industry	Telecommunications
Location	Stockholm, Sweden
Challenge	Maintaing customer loyalty with high availability and speed
Solution	A variety of high-power switches which will serve the company well into the future
Results	A high-quality fiber network with minimal downtime, ensuring customer loyalty for many years to come

"We have been using D-Link as our main supplier since 2012, and they have always delivered excellent service with local presence."

Stefan Westerberg,
CTO & Owner, Stockholms Stadsnät

Challenge

Stockholms Stadsnät provide Internet, IPTV and IP telephony services through their fiber network. Their main objective is to offer stable, fast and scaleable services to corporate and private customers in the greater Stockholm area.

Stockholms Stadsnät's main challenges include delivering the capacity purchased by each of

their customers, usually 1/1 Gbps to corporations and households, and to maintain high service availability. In order to achieve this, they needed a future-proof technical solution for tomorrow's digital infrastructure, plus invested long-term partners that support their business.

Solution

Stockholms Stadsnät have realised that fiber networks are the only solution that can meet future requirements, which is why their services are created based on this technology. Using fiber technology raises the value of buildings, venues and apartments, and also provides the capacity and uptime required by today's markets. Customers can rest assured that their network is certified to handle all Internet, IPTV and IP telephony services.

D-Link has delivered sustainable infrastructure solutions to Stockholms Stadsnät for several years now, including access switches and core switches for their fiber network. D-Link's switches deliver a robust, reliable and very secure infrastructure for their customers. They are easily scaleable and expandable, and can handle all requirements posed by modern service providers—both today and in the future.

Products and Services

- The **DGS-3120 Series** are used as access switches. They are very secure and can handle basic functions such as DHCP Snooping, QinQ, port isolation, VLAN, IPv6, IMPB etc. They support both copper and fibre connections with speeds up to 1 Gbps. The uplink speed is 10 Gbps.

- The **DGS-3130 Series** are the next generation of access switches, which are now being installed in networks. They include the same functionality found in the DGS-3120 series, plus added capacity in order to meet future requirements. The uplink speed is 10 Gbps.

- The **DXS-3600 Series** are used as 10 Gbps core switches and as connectors for all access switches. These switches have the capacity to handle high user workloads without compromising security. They are installed in a redundant ring topology for maximum availability.

- The **DXS-5000 Series** are new high performing switches with a large number of 10 Gbps ports. These switches function as core switches and are successors to the DXS-3600 series.

- The **DGS-3420 Series** are mainly used as distributions and access switches when the fibre network requires capacity increases. These switches have an uplink speed of 40 Gbps.

- The **DXS-1210 Series** are new switches that can be used to connect end users to a 10 Gbps connection. They are used together with the DGS-3130 series for end-user functionality.

DGS-3130 Series

DXS-1210 Series

Selected Successful Cases Ⓕ

Australia — D-Link provides greater capacity for Telair to grow their business with a Top of Rack Data Center Switch Solution

Client	Telair
Industry	Telecommunications
Location	Queensland, Australia
Challenge	Extensive switching capabilities with redundancy that have a small physical footprint
Solution	The D-Link DXS-5000-54S
Results	A staggering amount of switching capacity able to support company growth

Overview

Telair was established by founder and current Managing Director Edward Wenman in 2006. Wenman saw opportunities emerging for businesses due to a fast-evolving communications industry. The company has since grown to be a key provider of communications services nationally.

Telair's core network was nearing capacity and they were expanding into new Data Center locations. In order to keep up with the demands of a growing network and the trend of end customers ordering higher-speed services, Telair needed to upgrade and redesign their entire Core Network.

Overview

Telair identified the weaknesses in their exist-

ing solution and identified the technology they would need to satisfy their requirements for the foreseeable future. They then designed a solution to satisfy as many of those requirements as possible. These requirements included:

• High Port density

• Small physical footprint

• Redundancy

• Scalability

• Flexibility

Telair were looking for a new switching and routing platform which would work well together. Internally, they had the implementation skills, and needed it to last them well into the future.

Telair reviewed many options and designs before shortlisting three vendors, which were then presented to the management team for final review.

These shortlisted options included the D-Link DXS-5400-54S, a new switch from D-Link designed as a high capacity, top of rack Data Center switch with the flexibility of Open Networking Install Environment (ONIE).

Requirements

With six 40Gbps and 48 x 10Gbps ports, this significantly increased the amount of 10Gbps connections per PoP – a constraint of the old network, which is limited to a 1 Gbps connection to their carriers. As bandwidth delivered to end-users increases, the number of 1 Gbps headends increases and adds complexity in the allocation of bandwidth per headend. A better solution for Telair is to always connect at 10 Gbps giving an increased 'lifetime' to each carrier connection.

Increasing the number of 10 Gbps connections also brings about a saving on the number of data center cross-connects required — reducing monthly rental cost significantly.

"The D-Link switches give us the capacity to

connect to every carrier we have at every PoP at 10 Gbps multiple times." Wenman said, "Given the current number of carriers and clients, we are cross-connecting to, I would expect that we will now have enough capacity for the next five years."

> **The D-Link switches give us the capacity to connect to every carrier we have at every PoP at 10 Gbps multiple times... we will now have enough capacity for the next five years.**
>
> *— Edward Wenman, Telair*

Competitive Advantages

D-Link switches were chosen because, as Wenman explained, "six 40G ports allow the inclusion of a third switch while maintaining 40G dual uplinks." Other key differences between D-Link and the competition critical in the decision process included:

• **8 GB DDR3 DRAM pre-installed**
  Other vendors only have 2 GB

• **64 GB M.2 SSD Flash Memory pre-installed**
  other vendors with 4GB and it is only mSATA an older standard

• **Larger MAC Table — 288K**
  Significantly more than other vendors Warranty was also key, with D-Link's Limited Lifetime Warranty with Advanced Replacement being a compelling factor.

"Clearly D-Link is a well-known and established brand with which we have a historical relationship and local account representation." Wenman added, "We believe that not only is the D-Link product physically better but the support going forward will make a significant difference."

Challenge

Of the key points outlined, the first two — the increased total bandwidth throughput and high

port density within a minimal physical footprint — are   easily solved by many switches on the market. By installing a single rack unit high switch with 48 x 10G ports Telair covered these points.

Redundancy and scalability were solved using the uplink ports. The D-Link solution comes with six 40G QSFP ports which enables Telair to connect to their routing platform with redundant ports and interconnect the switches as well. On top of this the D-Link switch has dual hot-swappable power supplies and four fans.

Flexibility was also key. Planning for the future of an ISP's core network is a real challenge. Technology evolves very quickly and locking yourself into hardware and vendors is a very big decision. The shortlisted vendors Telair considered were capable of supporting

Open Networking Software (ONIE) — essentially allowing you to change the operating system of your switches without changing the switch. This gives the user the ongoing choice past the hardware purchase date and was a key factor in Telair's decision making.

Implementation

In each of the primary data centers, Telair installed two of the D-Link DXS-5400-54S switches with each switch connected to their routing platform using two of the 40 Gbps QSFP ports, leaving two free for future growth.

Telair chose to run the D-Link OS on the switches which allows them to take full advantage of D-Link support services. Each switch has 48 x 10 Gbps ports which Telair use to connect to their carriers. The switch configuration is mirrored allowing a single switch to take over all connectivity in the event of a fault.

> **We believe that not only is the D-Link product physically better but the support going forward will make a significant difference.**
>
> *— Edward Wenman, Telair*

Wow Factors

It is very unusual to have the freedom of completely reviewing and replacing an entire core network. Telair needed to be careful when making their choices as they likely will not get this chance again. The total throughput of the D-Link switches used in the solution is 1.44 Tbps per switch which is a staggering amount of data.

"I think the biggest wow factors for us were when we received the hardware and started getting everything set up. There was so much

capability within the D-Link switches. They are extremely flexible in their configuration and we are really only scratching the surface of what they can do in our current, fairly simple configuration." Wenman added, "For anyone who is familiar with big chassis style switches, they take up so much room and so much power — which all equates to cost in a data center. Replacing them with two switches that take up just two rack units, that use very little power, and can handle 16 times the capacity between them, you definitely have a little wow moment."

Outcome

"Very simply it all worked. Everything is deployed — the switches, servers for virtualized routing platform, managed power rails, out of band management and lots of fiber modules. Everything had been tested and tested again in Telair's lab before deployment so we knew it would work."

Wenman concluded, "Telair used the D-Link Support Team to help when testing initial configurations but since deployment, we haven't had a single issue. There is also an added benefit of connecting the serial port to the out of band management and logging into what is essentially a sever on the switch connected

to the management network. From there you can jump into other connected equipment or the switch OS. Moving forward we have huge amounts of capacity in terms of bandwidth and ports and we can now look to the more interesting features around SDN and what the various Open Networking operating systems offer. When we need to, we can completely redesign our network using software without having to touch the hardware."

Products & Services

• **D-Link DXS-5000-54S**
  54-Port Data Center Switches

• **D-Link DXS-5K-54S-DC-LIC**
  D-Link Operating System (OS) Software License

DXS-5000-54S

DXS-5K-54S-DC-LIC

Going All Out to Fight Hackers ——————

Protecting D-Link Products From Attacks by Creating Data Security Shield

- With the implementation of the European Union (EU)'s most stringent personal data protection law, the General Data Protection Regulation (GDPR), D-Link is duty-bound to protect customer privacy.

- Going all out to fight hackers by creating data security shield.

06

Going All Out to Fight Hackers

Protecting D-Link Products From Attacks by Creating Data Security Shield

As the first network communications company in Taiwan to pass the software information security framework set up by the Building Security in Maturity Model (BSIMM), we effectively improve code quality so that our products become more perfect. We identify errors early and information security vulnerability by creating data security shield, in order to protect D-Link's embedded network communications products from attacks.

Since our founding in 1986, D-Link has continued to adopt innovative technologies to provide cost-effective network solutions with better connectivity and security, and higher performance to general domestic and corporate users. In response to the growing number of cyber security hacking incidents, we view product security, consumers' private information, and privacy protection as our important missions. To enhance information security management, we perform vulnerability scanning information during the product development process, and conduct a security assessment of source code scanning and black box testing. D-Link's products are embedded network communications products, such as routers, IP cameras, NVRs, switches, and IoT devices. We detect errors early and modify

information security vulnerabilities by creating data security shield, in order to protect D-Link's network communications products from being easily attacked by hackers.

2011

With the official announcement of Taiwan's "Personal Information Protection Act", D-Link launched the international information security standards, TRUSTe Privacy in order to establish a service privacy protection policy. TrustArc, formerly a not-for-profit organization named TRUSTe, is a private for-profit company in U.S.A. which provides information security technologies and is headquartered in San Francisco, U.S.A. This company assists enterprises in updating their privacy management processes in order to comply with government laws and regulations, as well as best practices.

2012

D-Link signed the contract with III to implement cooperation on product information security vulnerability and penetration scanning and testing.

2013

We renewed the product inspection contract with the Institute for Information Industry (III), which not only requires all new products to pass the information security inspection standards, but also further strengthen cooperation regarding information security incident response measures, as well as information security training for employees.

2014

We introduced a third-party information security consulting company to improve our product security research and development process.

2017

We officially and fully implemented the BSIMM system. At the end of 2017, we passed the audit performed by internationally renowned consulting and certification company, Bureau Veritas, and met the BSIMM V7 requirements, thereby becoming the first network communications company in Taiwan to pass the BSIMM verification. In addition, to maintain the quality of information security, we carry out internal audit once every year, and appoint a third-party data security verification company to conduct audit at least once every two years.

2020

Passed IEC 62443 industrial automation and control system safety Part 4-1 product safety development system certification, from product design, development, testing to imported products. The life cycle follows the most stringent safety regulations. IEC 62443 standards are the International Standards Association (ISA) and International Electrotechnical Organization Committee (IECEE). Industry automation controls information security standards. From policy, organization, process, system, and components have complete resources information security specifications, formulated following the IEC 62443 standards, enterprise products can significantly reduce the attack opportunities to improve the quality and level of product information security.

2019

We continue to upgrade product information security requirements and standards by introducing the IEC 62443 Industrial Network and System Security, including the IEC 62443-4-1 certification with regard to software security requirements.

2018

We passed the BS 10012 Personal Information Management System (PIMS).

2016

We passed the ISO/IEC 27001 Information Security Management System (ISMS) certification. We incorporated BSIMM to improve the overall development process, with source code scanning tools serving as an important part of the model. One of the key points of BSIMM is to implement code review. At present, vendors, D-Link's development team and software products are fully required to present source code information security scanning reports before shipment, and must reach the established level to pass the model. We strictly control product information security through the newly developed D-Link development standards.

D-Link's systematic management framework for product information security

PRODUCT INFORMATION SECURITY MANAGEMENT PLATFORM

1. Product vulnerability repair management   ■

2. Security incident management   ■

3. Product version database   ■

4. Vulnerability scanning and penetration testing report   ■

5. External security vulnerability database   ■

6. External information security news database   ■

7. Development document management   ■

8. Source code information security scanning report   ■

9. Suite information security management   ■

Existing systems and documents   **External information**

Product information security system

Product vulnerability management:
Vulnerabilities detected in products and subsequent repair records are included in the product test report. Each vulnerability is listed and managed in the database, where repair records and versions will also be included.

Security incident management:
Security incident management is used for tracking the processing of each information security incident, the release of modified software, and unified information announcement channels.

Product version database:
It includes the hardware and software versions of products, as well as related data.

Vulnerability scanning and penetration testing report:
Vulnerability scanning and penetration testing are black box tests specified in the BSIMM process. At present, new products must be sent to third-party information security service companies for testing.

External security vulnerability database:
Publicly shared information security vulnerability database can be used for general data query.

External information security news database:
The database collects external news related to information security released by online media to keep abreast of the latest impact of information security incidents at all times.

Development document management:
It covers reference specifications and analysis documents required for product development, such as threat analysis, information security requirements, and test plans and results, various types of assessment documents, test reports, and information security incident management in the future, as well as employee training materials.

Source code scanning:
It uses a code security scanning tool which complies with the secure software development life cycle (SS-DLC) to scan source code security in the segment specified by BSIMM. All software versions have to be accompanied by a qualified source code security scanning report.

Suite information security management:
The software suite used by a product is recorded for tracking purposes. In case of information security vulnerabilities in the future, the product version using this suite can be found promptly.

Expected information security goals

» Strengthen the inspection of vulnerability and penetration scanning and test quality. In addition to manual inspection, automated inspection tools are used to increase efficiency and expand the scope and scale of inspection.

» Combine historical data and information security incidents in all product information security inspection reports.

» Automate comparison between product software suite data and the latest externally generated information security incidents, and actively provide notification for tracking and processing when matches are found.

» Regularly generate statistical reports on the information security vulnerabilities of various product lines, which enables checking of product information security status, adjust information security arrangements at any time, and assist in searching for information security function during product planning. Product-related functions can also be enhanced.

» Conduct internal self-inspection of the product information security development process every year, arrange for third-party information security companies to perform audit every two years, and conduct information security audit with partnering vendors.

» Enhance the information security-related professional skills of internal product inspectors/developers and conduct regular training for them to obtain the relevant licenses and qualifications, in order to help fight for system procurement.

Going All Out to Fight Hackers ————

With the implementation of the EU's most stringent personal data protection law, the General Data Protection Regulation (GDPR), D-Link is duty-bound to protect customer privacy.

GDPR, the EU's consistent compliance requirements, helps D-Link and consumers communicate on an equal footing. It also enables consumers to know their own data, and have the right to data entity self-determination. In this way, mutual trust established between both parties after consumers get to know the method their personal information is used by companies, will develop more innovative business opportunities and digital convergence optimization services.

The General Data Protection Regulation (GDPR), which was implemented beginning May 25, 2018, aims to provide EU citizens with better protection of privacy and freedom, thereby promoting data circulation within the EU and reduce barriers to business operations. It is applicable to natural persons, legal persons, public authorities or other institutions, including those located in the EU, and those which are "not" established in the EU but whose goods or services involve the personal data of EU citizens.

Before the implementation of GDPR, D-Link has established a foundation for personal data protection, technology and organization management in accordance with international regulations. With regard to personal data and privacy protection, we begin from data itself, while establishing protection technology support and ensuring a continuously effective management system with service process and legal operations.

Step 1: Stocktake GDPR requirements

1
GDPR extends the scope of application to organizations outside the EU which provide services and products to the EU. Therefore, international companies and institutions outside the EU have to comply with GDPR. Under the global operations framework, there are additional legal compliance requirements for the global operations and data utilization of branches outside the EU and the head office.

2
Strict requirements regarding the legal basis for processing personal data of EU citizens are strictly limited to the collection and processing of personal data according to contracts, by consent or by legitimate interest. Therefore, stricter requirements for the collection of data, the necessity of fields, and the consent to exercise them, as well as marketing based on legitimate interests, are adopted compared to privacy protection regulations used in other regions.

3
With appropriate safeguarding requirements for transfer to third countries (countries outside the EU), there needs to be privacy protection levels similar to EU's GDPR requirements for transfer of data from the EU to countries outside the EU. However, there are only 12 countries identified by the EU as adequacy decision countries. For instance, the transmission of data back to the Head Office the use of resources in Taiwan to perform IT management or the use of cloud service outside the EU by the EU branch involves cross-border transfer to third countries or the use of data processors in third countries which leads to transfers to third countries.

4
With protection by default and protection by design, GDPR has significantly improved requirements for personal data protection, including encryption and pseudonymization, and requires that privacy protection, technical control, and management control should be in place during the design of products, services, and processes. GDPR also has more and higher security standards for information security. Products and services provided by D-Link must comply with these requirements.

5
With data subject rights, the right to be forgotten, portability, and the right to object, as stipulated in GDPR, lead to an increase in system complexity and the level of difficulty in service and data processing processes resulted from system design, data retention design and the possibility of exercising the rights of the parties.

6
The possible impact of GDPR and ePrivacy Regulation (yet to be implemented) may restrict current marketing operations, the use of technologies, such as cookies and trackers in website operations, as well as data utilization and precision marketing jointly performed with other social media and marketing resources. There is also a need for a more legal approach for data utilization and marketing operations after the implementation of GDPR.

7
Requirements for the legitimacy and accreditation of industries and products, such as certification and code of conduct, will lead to another type of product design, increasing demand for service design, and cost increase. Facing legitimacy and the new requirements for product labeling and service specifications, organizations need to have a new mindset and support from think tanks, along with this new demand to change organizational structure and configuration.

Step 2: Respond to GDPR measures

8
The adjustment of differences, as well as the redistribution and investment of resources are carried out based on the foundation of privacy protection established in the past.

9
Responses to GDPR lie in the legitimacy of product design and service process; therefore, it is not a top-down approach or merely the tasks of the legal affairs and compliance departments, but a comprehensive transformation of contact points from bottom to top throughout the entire organization instead. Therefore, the first priority is to conduct appropriate awareness and training to ensure that all employees and teams understand and are committed to GDPR compliance.

10
For compliance checking according to GDPR and relevant laws related to EU nations (e.g., direct marketing regulations), comprehensive inspection is conducted on current EU-related operational processes, data processing process, and service process to first ensure the legality and compliance of operations. At present, the legality of all operational processes in the EU and the head office in Taiwan have been completely reviewed, and responses have been given and implemented with regard to the review results. The current responses implemented include improving operational processes and data processing process, narrowing the scope of data collection, and deploying technology management, as well as responding to regional data processing structure and the adjustment of data processors under GDPR.

11
Privacy policy documents, including information shown in products and service processes, as well as on websites, are revised and adjusted.

12
A management system is incorporated. The management system currently adopted is based on the BS10012: 2017 Standards, and a continuously effective management process is established by taking into consideration the relevant guidance.

13
Privacy by design is introduced by incorporating the principles of information security and privacy protection into product design and service design, to ensure that all product and service processes comply with privacy protection standard and GDPR principles.

14
Information security and protection are strengthened by improving the relevant information security technologies in accordance with GDPR requirements.

15
The management of data processor and the validation of its legitimacy are enhanced. At present, a data processing agreement has been signed with major service providers and outsourced data processors, and legal operations are performed in compliance with transfer of data to third countries as stipulated in GDPR through the signing of Standard Contractual Clauses. The control of contractual legitimacy is implemented on data processors and outsourcing vendors, and the relevant operating procedures are revised.

Sign Up

Mission as Citizens of the Earth

Maintaining the Endless Growth of Mother Earth

- Our planet deserves our attention
- Building a Green Supply Chain

/07

Mission as Citizens of the Earth ———

Our planet deserves our attention.

The methods we use to promote environmental protection are as innovative as the products we manufacture. We created the D-Link Green program to reduce our carbon footprint. We are gradually switching to the use of more eco-friendly materials to create safer products and production processes. In some countries, we have even developed a more conscientious approach to effectively recycle electronic waste.

Environmental Management Policy

In response to global environmental protection trends and to fulfill corporate society responsibilities, we will focus on enhancing environmental awareness and establish a green enterprise. We will also continue to implement environmental protection measures, establish an environmental management team, and promote EMS. The company's environmental management system follows the ISO 14001 environmental policy. We are committed to comply with applicable laws, regulations and requirements, continue to reduce environmental impact, promote green products to conserve energy and resources, and prevent environmental pollution. In the spirit of sustainable development, we will uphold environmental protection quality, educate employees to ensure they follow our environmental policies, and quickly address both internal and public concerns regarding environmental protection.

Identification of Environmental Considerations and Improvement Priorities

D-Link is committed to pursuing sustainable environmental development and continues to track and follow up the requirements and progress of various related organizations, such as the United Nations sustainable development goals, government policies, global non-profit organizations, relevant stakeholders' needs, etc. Based on our products and business development patterns, we also pay attention to industry analysis reports and the advanced practices of industry leaders, supplemented by the guidance of third-party professional consulting companies, starting from product life cycle analysis, plus the dimensions and influence of scale. The priorities of our projects and improvements in sustainable environmental development have been established as follows:

» Energy issues and greenhouse gas emissions are the priority to resolve severe environmental, financial, social, ethnic, and cultural asset instability caused by extreme climate changes caused by global warming and respond to the United Nations initiative. In 2005, the global temperature dropped by 1.5°C in 2030, and the global temperature dropped by 2°C in 2050, returning to the state before the industrial revolution and the goal of zero carbon emissions. These energy use and greenhouse gas emissions are both in the company's general administrative operations. The upstream supply chain product manufacturing and downstream products sold during the use period are bulky.

» In response to the general environmental needs of the circular economy, environmentally friendly product design, from the use of raw materials, manufacturing, transportation and use processes, recycling, and other related issues.

» In addition, the protection and saving of water resources, the reduction of paper use and deforestation, the removal of various toxic and non-toxic wastes, etc., have also been written. D-Link is marketing the world

as a brand company without its factory and hand in hand with the supply chain to leave green earth for the next generation.

Energy Issues and Greenhouse Gas Emissions

Our carbon footprint drives our way of thinking. Based on the perspective of the product life cycle as specified in the ISO 14067 standard, we continue to improve our methods for greenhouse gas life cycle analysis. When our study shows that particular material, process, or system has a significant negative impact, we will re-examine the product, strategy, or facility design method. In 2022, we expect to introduce ISO 50001 energy management system certification.

Immediate, Specific Actions Can Effectively Prevent Climate Change

We have identified the risks derived from climate change, including increased energy costs and carbon tax. We have continued to manage energy, improve efficiency, and implement low-carbon procurement and transportation at main operating bases. Meanwhile, we have continually paid attention to the development of climate change, closely monitoring and controlling the risks derived from climate change. In response to global environmental protection trends, we have strived to seek various measures to reduce energy consumption. We have started with reducing electricity consumption in the workplace to reduce our impact on the environment effectively.

We have also developed a specific energy-saving plan for the future. In 2021, D-Link Headquarters in Taipei will fully replace energy-saving LED lights. Based on 2016, it is expected to reduce Scope 2 greenhouse gas emissions by 2.5% (2016 Scope 2 greenhouse gas emissions 1,637.4081 metric tons of CO_2e /year). We will carry out the building's air-conditioning im-

DXS-1210 Series

Added 28-port models DXS-1210-28T and DXS-1210-28S. We can use D-Link Green energy-saving technology to detect the operating status of the connected device for power adjustment to achieve the purpose of power-saving.

DGS-1520 Series

With D-Link's latest backup power supply, the DPS-520 can provide sustainable power services and significantly reduce power redundancy costs.

D-Link

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provement plan in the next three years. Based on 2021, it is estimated that another 5.0% can reduce the greenhouse gas emissions of Scope 2. At the same time, we plan to launch Scope 3 inventory and verification operations in 2021 and set reduction targets.

We record electricity and water consumption, developing long-term records to help us analyze our efforts over the years and their corresponding effectiveness. This will allows us better-set goals and achieve more significant reductions.

Every Generation of Products Designed by D-Link Is as Energy Efficient As Possible

Making a smaller carbon footprint has always been D-Link Green's unremitting environmental policy. According to the results of the life cycle analysis of Netcom's products, the products sold have an enormous energy consumption during the use period, which is more than 90% overall. We are committed to introducing the most advanced product design thinking and technology to minimize the energy consumption of products. Secondly, the way we manufacture our products accounts for the second-tier part of our carbon footprint. We found that we can start producing raw materials and the electricity used in the production process to reduce our environmental impact effectively. The benefit of energy-saving products is that it reduces our overall carbon footprint and saves us electricity bills.

Circular Economy

Abiding to SGS ISO 9001:2015 and ISO 14001:2015 Standards

The new editions of the ISO 9001 and ISO 14001 standards are performance-oriented management systems, designed with a particular focus on high-level management participation, leadership and communication, interest groups' expectations, paying attention to the handling and environmental changes in management processes, as well as identifying risk and opportunities to promote a management system that rapidly adapts to changes in the business environment. The revision this time covers three major aspects, including substantial deregulation on documentary control, paying more attention to the organization's external business environment, and the integration of higher-level management and quality systems, to enhance performance and execution.

More Complicated Footprints Require More Innovative Solutions

Headquartered in the Neihu Technology Park in Taipei City, D-Link's action plan includes

reducing the use of paper with electronic-based operations, reducing waste by implementing waste management, not providing waste bins

at each cubicle, and categorizing waste for recycling, conserving water by replacing all the taps with more efficient ones, and conserving electricity by replacing lighting in public and underground parking areas with energy saving

LEDs, suspending the operation of some elevators during off-peak hours, and

putting drinking fountains on hold on holidays. Meanwhile, disposable cutlery is not provided in the staff cafeteria, as well as a discount of NT$10 for using a personal cup each time at the cafe is provided. In 2020, the company was not fined or issued with any orders for improvement by the local environmental protection authorities.

As a company which combines both software

and hardware design, we can achieve outstanding energy performance by making good use of technological synergies. We produce more outstanding products using cleaner methods, and are committed to sustainable, eco-friendly operations. For example, D-Link India has built electronic waste collection centers in numerous locations across India. The goal of these centers is to establish an effective system to manage the generation, collection, storage, transportation, import, export and disposal of e-waste. We take every opportunity to develop cleaner production and manufacturing processes which help us create a better environment when manufacturing excellent products.

Environmentally Friendly Design

Compliance with International Standards, Non-Toxic Raw Materials

Total Electricity Energy And Water Comsumption

Category	2018	2019	2020
Average Number of People Per Year	635	658	669
Externally Purchased Electrical Power	3,086,600	3,127,600	3,112,800
Average Number of Using Externally Purchased Electrical Power Per Person	4,861	4,753	4,668
Water Resources	11,743	12,375	13743
Average Number of Using Water Resources Per Person	18.49	18.81	20.54
Floor Area Of The Building	21106.33	21106.33	21106.33

Gas, Waste Water and Waste Discharge Statistics

Scope	Regulations or International Standards Identification	Item	Unit	2018	2019	2020
GHG	ISO 14064-1	Scope 1	ton CO$_2$e	193.49	203.18	200.83
		Scope 2	ton CO$_2$e	1,694.57	1,652.01	1,583.12
Effluents	Water Pollution Control Act	Domestic Effluents	m3	10,569	11,138	12,369
Wastes	Waste Disposal Act	General waste consumption	ton	12.27	13.85	13.19
GHG Intensity	(Inferred)	Scope 1	ton CO2e/avg people per year	0.30	0.31	0.30
		Scope 2	ton CO2e/avg people per year	2.67	2.51	2.37
		Scope 1	ton CO2e/avg m2 per year	0.01	0.01	0.01
		Scope 2	ton CO2e/avg m2 per year	0.08	0.08	0.08
Effluents Intensity	(Inferred)	Domestic Effluents	m3/avg m2 per year	16.64	16.93	18.49
Wastes Intensity	(Inferred)	Gerneral waste consumption	ton/avg m2 per year	0.02	0.02	0.02

Note

1. The data have not been verified by a third-party certification body.
2. Scope 1 / Direct emissions. Refer to emissions released from electricity generation at operating bases by burning coal, natural gas, and gasoline.
3. Scope 2 / Indirect emissions. Refer to emissions released from electricity externally purchased by operating bases.

D-Link's excellent electronic products are made of safe materials, excluding the use of toxic ones such as lead, mercury or cadmium. We have audited and analyzed the raw materials of tens of thousands of components and the recorded data to ensure non-toxic materials are used throughout all aspects of the production process.

We exclude the use of toxic substances from all of our products. Currently, all raw materials containing lead or mercury have been phased out and comply with the EU RoHS restrictions of hazardous substances. In fact, in our supplier management process, the traceability process has been developed over many years to ensure hazardous materials do not enter the production process at any stage. This process helps us do a better job in reducing and eliminating toxic substances.

Our design and development teams adhere to EU environmental standards, developed green products in line with the EU's Eup, RoHS, WEEE and REACH directives, in response to the green product development trends. Meanwhile,

we have developed ecological norms for a number of products to help the business, project development units, and assure customers of eco-friendliness, as well as help the research and development personnel assess the product life cycle to obtain relevant environmental standards based on customers' requirements and to reduce the impact on the environment.

We have complied with and adopted various international standards and regulations as best practice guide for sourcing raw materials for our products. This also includes the EU's Restriction of Hazardous Substances Directive (RoHS) that took effect in 2006, and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). Evaluating various chemicals in our components helps us understand the impact these parts have on our health and the environment, so as to realize greener product design.

Reduce and Eliminate Toxic Substances

We have managed the hazardous substances

of our products in accordance with IECQ HSPM QC 080000 (Electrical and Electronic Components and Products Hazardous Substance Process Management System Requirements).

Upon identifying toxic substances in our products, we reduce or eliminate them immediately, selecting new suppliers as well as seek sources for safer materials. These efforts have helped us remove toxic substances from processes, not only protecting our employees and consumers from health hazards, but also protects the Earth by preventing air and water pollution. In addition, bilateral cooperation with suppliers, rather than just one-way evaluation and supervision, has significantly increased material quality and safety.

In 2020, since our operation processes do not involve use of toxic materials, there were no violations of environmental laws and regulations; hence, no penalties or administrative fines were imposed.

Mission as Citizens of the Earth ———————

Building a Green Supply Chain

Every year, we conduct in-depth investigations into environmental protection within the supply chain to continuously analyze low carbon benefits and develop various methods to help reduce the impact on the Earth. In this, we strive to set an example. Although we see this as a big step in the right direction in the preliminary stage of assisting suppliers in achieving the same goals, we see this as a big step.

In 2020, our stable cooperative suppliers consisted of three major categories: raw material suppliers, transportation contractors, and final assembly suppliers. Therefore, we boast a solid foundation for green manufacturing to provide training to local suppliers and guide them in meeting international environmental protection requirements in terms of products and processes. Hence, local suppliers have also continued to improve their skills and knowledge. At the same time, they are improving their employees' traditional skills and training their procurement departments to source eco-friendly, non-toxic raw materials, which indirectly promotes a new learning cycle. Our involvement in the local supply chain has created a network hub in Taiwan, enabling the switch industry to grow in an S–curve.

Supply Chain Management

Suppliers are our essential partners for long-term cooperative development and growth. D-Link adheres to the principle of mutual benefit and shared prosperity with suppliers and works hand in hand to continue to promote sustainable operations. We formulate "Supplier Management Measures" and "Supplier Management

Process" to manage them for the promotion and deactivation of suppliers. For suppliers, the quality control and procurement departments perform supplier evaluation and assessment operations. We must evaluate a new supplier joins the company's supply chain after becoming an official supplier. The assessment items include quality (Quality), cost (Cost), delivery (Delivery), service (Service), and various environmental protection regulations. Therefore, we use the audit mechanism to improve the supplier's QCDS capabilities. We also recognize and sign various environmental initiatives developed by external parties and simultaneously require suppliers to commit to these regulations.

However, the suppliers' number and the cooperation scale continue to increase or decrease due to business growth and decline. In addition to surveying new suppliers on sustainable development issues, D-Link also conducts a risk assessment and grading and schedules regularly according to different levels. Different audit strategies to eliminate system risks.

In addition, regarding extreme climate changes caused by greenhouse gases, renewable energy, energy efficiency, circular economy, etc., we will increase the requirements for the top ten suppliers or our company to purchase more than 80% from 2021. Of suppliers are involved in exposing and verifying the coverage of Scope 1 and Scope 2 of the GHG Agreement and implementing the absolute reduction target setting of Scope 1 and Scope 2 total carbon emissions and the reduction target of Scope 3. In addition, it strengthens the reduction of waste generated by packaging or transportation in the production process.

New Supplier Application

To apply for joining the D-Link supply chain system, you must first sign the environmental-related substance assessment and conflict metals. The Responsible Business Alliance Code of Conduct (RBA), the Integrity Commitment,

obtain the ISO 9000 series quality certification and pass the D-Link field audit and evaluation. We will reassess the missing items related to the audit and appraisal after a deadline for improvement to become a qualified supplier. The following table shows the supplier evaluation and qualification status of new applications in the past three years:

Year	2018	2019	2020
Number OF New Suppliers	11	17	1
Number Of Suppliers Passed D-Link Audit	9	12	1
Newly Added Supplier Audit Ratio	81.82%	70.59%	100%

Suppliers Are Regularly Audited

D-Link will conduct regular evaluation plans for suppliers based on the supplier's operating scale, quality risk, annual product sales ratio, and special project requirements every year. In 2020, we identified a regular evaluation plan for 40 product system manufacturers and suppliers registered in the D-Link qualified manufacturer's list. A total of 19 suppliers have been identified as suppliers that require frequent audits and evaluations in that year, of which the TOP 10 have been Covers more than 90% of D-Link's annual turnover. We divide supplier audits into levels A, B, and C. Level A is conducted quarterly, level B is conducted half a year, and level C is not conducted. Regularly check the supplier's incoming material inspection and the inspection data on the production process, and provide guidance.

In addition to quality control system audits, supplier audits will include factory environment settings, safety protection, and personnel qualifications (training) into the audit scope. The supplier will first go through the in-plant quality control mechanism to confirm the product quality before shipment. Before D-Link sold

the products, the quality control personnel will guarantee the product quality again. After the two stages of quality confirmation procedures are completed, there is no abnormality released for shipment. The D-Link quality control unit conducts an on-site inspection process, finds related missing items, continues to communicate with the suppliers, and continues to track the supplier's improvement progress and effectiveness.

In 2020, We implemented audits based on scheduled regular evaluations, and the completion rate of regular on-site audits is 100%. For related missing items found in on-site audits, suppliers must propose corrective plans within the time limit. We will carry out a written review and on-site review again. To confirm the implementation of the correction and improvement of the missing items.

The following are the environmental initiatives and regulations that our suppliers and we have signed and recognized:

Suppliers Must Meet the Requirements of RoHS, WEEE and HSF Environmental Directives, Published by the EU

We boast a solid foundation for green manufacturing technology and knowledge and can train local suppliers. So far, the rate of selecting new suppliers based on environmental initiatives and standards has been 100%. All suppliers are required to comply with the EU Hazardous Substance Free (HSF) directive and sign the Restriction of Hazardous Substances (RoHS) Directive 2011/65/EU as well as make a commitment to the Waste Electrical and Electronic Equipment (WEEE) Directive. Among them, RoHS strictly controls the maximum amount of hazardous substances contained in suppliers' raw materials. There is forbidden to use the following six chemical substances: hexavalent chromium (CrVI), lead (Pb), mercury (Hg), and polybrominated biphenyl (PBB); the maximum allowable content of polybrominated diphenyl ether (PBDE) is 0.1% (1000 ppm), and the top permissible content of cadmium (Cd) is 0.01% (100 ppm). The supplier needs to provide The Material Safety Data Sheet (MSDS) that records the chemical substances used in processing production for items and notary third-party inspection reports.

Suppliers Are Requested To Sign and Make A Commitment To The EU's REACH Regulations

The EU's Registration, Evaluation, and Authorization of Chemicals are the EU's REACH regulations. In comparison with the RoHS Directive to control electrical and electronic products,

REACH regulates chemical raw materials. The EU is aware that in electrical and electronic products and their raw material sources, chemical products were used, such as plastic, rubber, organic or inorganic chemical raw materials. Thus, the EU promulgated these regulations in 2008. Suppliers are required to commit and guarantee that their products comply with the EU's REACH regulations if suppliers' products contain substances of very high concern (SVHC), and a duty to communicate this.

International Management System Certification

In addition to the aforementioned environmental initiatives and regulations, the suppliers must introduce the international management system certification and be certified by a third party to ensure that their management processes and environmental policies align with international standards. During this reporting period, 100% of final assembly suppliers passed the QCDS Quality Review, 100% passed the ISO 9001 Quality Management System, 100% signed the Conflict-free Mineral Declaration, 11% passed the ISO 14064-1 Greenhouse Gas Inventory Standard, and 64% passed the ISO 14001 Environmental Management System.

The distribution of regular audit evaluation scores in 2020 is as follows:

Audit Evaluation Score Classification	60 or less	60 ~ 70	71 ~ 80	81 ~ 90	91 ~ 100
Distribution of Audit Evaluation Scores	0	4	11	4	0

The achievement rate of essential requirements of significant suppliers in the past three years:

Audit Category	Supplier	2018	2019	2020
QCDS Quality Review	Top 5	60%	60%	60%
ISO 9001	All	100%	100%	100%
ISO 14001	Top 10	70%	64%	90%
ISO 14064-1	Top 10	30%	11%	20%
Conflict Minerals	All	100%	100%	100%

Friendly Workplace ————————

Adding Value to Employees' Careers

- D-Link Has Employees All Around the World

- Voluntary Compliance with the UN Universal Declaration of Human Rights

/08

Friendly Workplace ———

D-Link Has Employees All Around the World

We see employees all over the world speaking different languages and working together. We celebrate the differences between these people and the results that make us and our customers happy.

Inclusiveness and diversity mean getting everyone involved. We welcome every person's opinions and beliefs and believe that they can be fully taken note of by us. D-Link is a global company comprising more than 2,200 employees. Of these, there are 717 employees located in Taiwan, 716 regular employees, 1 informal employee. The number of male employees is 444, accounting for 61.9%, and the number of female employees 273 people, accounting for 38.1%. The number of childcare leave without pay in 2020 for 1 person, 100% reinstatement rate.

To attain our strategic goals in business, we are currently building our strength in software for products and cloud services. With our headquarters based in Taiwan, D-Link is constrained by Taiwan's human resources structure. In 2020, research staff accounted for 52.2% of our total employees. We insist on meritocracy and allocate jobs based on suitability and capabilities. As such, a good balance in gender ratio is maintained at the management level.

To provide a warm, friendly and harmonious working environment that meets the expectations for a balanced body and mind, family, and career, D-Link facilitates nursing rooms with refrigeration equipment to store breast milk. We also ensure strict access control to these rooms to protect the privacy and safety of our female employees at our headquarters in Taiwan. Furthermore, based on our internal evaluation and the recommendations from our employees, we

partnered with competent nurseries/ daycare centers in the neighborhood to provide enhanced nursery options to our employees.

A Variety of Welfare Programs

D-Link values the needs of our employees and wishes to accomplish the goal of "Enjoy Your Work, Enjoy Your Life," and therefore, the Company offers various employee welfare programs. For example, our employees in Taiwan benefit from labor insurance and National Health Insurance, childbirth subsidies and parental leave, and labor pensions (through both the new and old systems) as stipulated by laws and regulations. Additionally, employees (including full-time, part-time, and temporary) are covered by group insurance from the day they report for duty. Employees can also opt to extend the group insurance coverage to their family dependents at their cost. For our employees in other regions, their insurance programs apply to the local laws and regulations.

D-Link also provides our employees with a leave system beyond the stipulations of the Labor Standards Act. Our employees are entitled to full annual pay for the first 7 days of their medical or menstrual leave and 3 days of special leave in advance from the first day onboard. This arrangement will allow both the body and the mind to be adequately rested and relaxed when needed. Furthermore, D-Link has set up dedicated lounges, staff restaurants, and gyms to create a comfortable office environment.

NT$940,000 in Subsidies for Club Activities

We encourage employees to organize clubs. Currently, D-Link Taiwan Headquarters has 21 clubs, including Talent Club, Health Promotion Society, Charity Club, and a Badminton Club. In 2020, a total of NT$940,000 was awarded in subsidies to all clubs. For an enterprise, the association enhances the cohesiveness of employees and promotes contact between teams.

For employees, participating in the clubs after work cultivates healthy and leisure and networking with work contacts and colleagues.

Employee Diversity Plan

The company provides various training resources for the R&D department, including domestic and foreign seminars, training courses, etc. And all departments are invited to formulate in-house professional training and guidance to guide new colleagues to understand the work as soon as possible, business procedures, and R&D processes to facilitate the completion of their work on schedule and quality. We canceled most physical courses due to the epidemic situation last year, but they are still running the Chairman of the Board of Management Course (Have fun with Wi-Fi wireless network). Total 2 echelons and recorded as an online course for all colleagues to understand.

D-Link also attaches great importance to equal employment opportunities for minorities. The company's original residence nationalities can apply for aboriginal ritual leave. More than 50 countries have office locations, hiring residents, providing employment opportunities, and employing more than 1,400 people overseas.

D-Link has established a long-term cooperation model with various universities and colleges, continued to deepen the campus, shortened the gap between learning and use, and applied to the government for the "Youth Flagship Program." During the epidemic period, we still employed young people under 30; they continue to work. Industry-university cooperation, establishing an internship program, and hiring 3 technical test interns in 2020 will be learning and training at work and give them professional guidance. All of these interns will be transferred to full-time employees in 2021.

Gender Equality in the Workplace

D-Link Taiwan employees can apply for child-

care leave without pay before their children reach the age of three following the "Gender Work Equality Act" and the "Implementation Measures for Infant Leave without Pay." The maximum length shall not exceed two years. After the expiration of the parental leave without pay, the company will arrange to return to the unit and position and provide relevant education and training courses to facilitate the employees to return to the workplace. In 2020, there is a total of 1 person applied for childcare leave without pay, and the reinstatement rate was 100%.

By Age

	Number	Percentage
Under 30 years old	119	16.60%
31 to 50 years old	540	75.31%
Over 50 years old	58	8.09%
Subtotal	717	100.00%
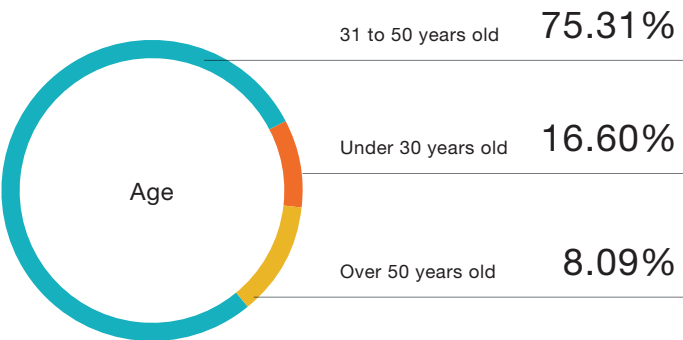
By Nationality

	Number	Percentage
Locals	703	98.05%
Foreign Nationals	14	1.95%
Subtotal	717	100.00%

Age

31 to 50 years old **75.31%**

Under 30 years old **16.60%**

Over 50 years old **8.09%**

Nationality

Native **98.05%**

Foreign Nationals **1.95%**
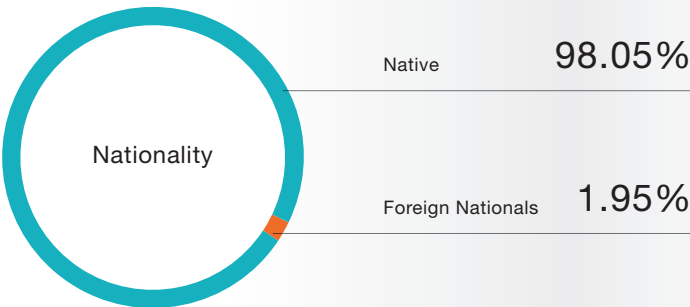
Note: Based on the number of employees in office as of the last day of the fiscal year 2020.

▲ D-Link Badminton Club held a friendly match with QNAP in January 2020.

The Ratio of Male and Female Employees

	2018		2019		2020	
	Number	Percentage	Number	Percentage	Number	Percentage
Male	388	58.3%	462	61.5%	444	61.9%
Female	277	41.7%	289	38.5%	273	38.1%
Total	665	100.0%	751	100.0%	717	100.0%

Number of New Hires and Departures Annual Turnover Rate Table

	2018 New Hire/ Leave Rate	2019 New Hire/ Leave Rate	2020 New Hire/ Leave Rate
Annual Average Number	645.8	714.3	733.6
Total Number of Newcomers	147	195	109
Total Turnover	102	119	159
Annual Turnover Rate	15.79%	16.66%	21.67%

D-Link Average Salary Ratio

	2018		2019		2020	
	Male	Female	Male	Female	Male	Female
Senior Supervisor	0.83	1	0.84	1	1.28	1
Supervisor	1.07	1	1.01	1	1.18	1
General Employee	1.14	1	1.1	1	1.12	1

Note 1: Average salary = the average salary of all full-time employees at the end of the year. Note 2: As men dominate the R&D workforce, the average salary of men is slightly higher than that of women. Note 3: Due to organizational adjustments in 2020, it is necessary to recruit some high-level professional managers, which are in line with the academic experience of the Netcom technology industry. Most managers are male, so the proportion of female executives will decrease in 2020. Note 4: The salary difference at each level is related to personal academic experience and seniority. If only the same rank and seniority salary is considered, there are no different standards due to gender.

Total Number and Percentage of New Employees and Employee Turnover by Age, Gender, and Location

		Male		Female		Subtotal	
		Number	Percentage	Number	Percentage	Number	Percentage
New employees	Under 30 years old	14	12.84%	14	12.84%	28	25.69%
	31 to 50 years old	43	39.45%	27	24.77%	70	64.22%
	Over 50 years old	9	8.26%	2	1.83%	11	10.09%
	Subtotal	66	60.55%	43	39.45%	109	100.00%
Departed employees	Under 30 years old	20	12.58%	15	9.43%	35	22.01%
	31 to 50 years old	64	40.25%	40	25.16%	104	65.41%
	Over 50 years old	11	6.92%	9	5.66%	20	12.58%
	Subtotal	95	59.75%	64	40.25%	159	100.00%

Note: As of the last day of the fiscal year 2020, the number of full-time employees is 717.

List of D-Link Clubs in 2020

1	Charity Club	6	Fitness Club	11	Art and Culture Club	16	Language Learning Club	21	Kaohsiung Swimming Club
2	Badminton Club	7	Aerobics Club	12	Table Tennis Club	17	Board Game Club		
3	Talent Club	8	Children Care Club	13	Basketball Club	18	Guitar Club		
4	Outing Club	9	Yoga Club	14	Realistic Puzzle Club	19	Swimming Club		
5	Health Promotion Club	10	Mountaineering Club	15	Survival Game Club	20	Taichung Swimming Club		

Friendly Workplace ———

Voluntary Compliance with the UN Universal Declaration of Human Rights

We voluntarily comply with the following, regarding them as the highest guiding principles for the rights and interests of our employees around the world.

- **The UN Universal Declaration of Human Rights,**
- **The UN Guiding Principles on Business and Human Rights**
- **The ILO Declaration of Fundamental Principles and Rights at Work**

D-Link advocates freedom of employment, which means employees should do the work voluntarily. No employee should force to work against their will through coercion, mortgages, unreasonable contracts, or non-voluntary physical restraint. It is clearly stated in D-Link's CSR Code of Conduct that child labor is strictly prohibited. There was no report of slavery or human trafficking in 2020. Moreover, we have extended human rights issues to suppliers year after year and asked them to abide by our human rights policy:

Integrity: Not attempt to seek, agree on, offer, accept or deliver bribes or other improper business interests.

Ensure employees all work done voluntarily and no employees have been forced or coerced into employment.

Eliminate child labor and prohibit any worker under 18 from engaging in risky tasks with relevant local laws.

Ensure all employees are entitled to at least one day off each week, and the weekly working hours comply with the stipulations of local laws and regulations.

Provide our employees with a reasonable salary and benefits. The company will pay the wages following relevant local laws. There is a prohibition to wage deduction as a form of the disciplinary penalty.

Provide employees with diversity and equal employment opportunities, and protect employees from all forms of harassment, including sexual harassment, obscenity, physical punishment, mental or physical coercion, verbal abuse, etc.

It does not provide a discriminatory employment environment with differential treatment due to differences in employees' race, color, religion, nationality, age, gender, belief, disability, citizenship, experience, or any other legal protection items.

Respect our employees' freedom of association and their right to participate in labor organizations and elect representatives.

Ensure that all employees have equal access to education, training, and other career development opportunities.

For suppliers such as workplace discrimination, child labor, and forced labor, etc., those who seriously endanger the fundamental human rights set by the United Nations, such as one after being inspected twice during the year, the cooperative relationship was terminated.

The supplier is audited to work overtime and does not comply with local regulations. If the overall audit evaluation score is less than 70 points, every six months is in the first phase, and we will give two follow-up improvements in a period. If it still does not meet the standard, send it to the supplier management committee to deactivate.

Investing in Employees' Future

The sustainable development of a company depends on long-term individual talent learning and development. The training and development of our employees is of prime importance

to D-Link. As such, our Human Resources Department assists each of our new employees in familiarizing with the Company's policies, operations, and the environment from their first

day of work. Orientation training sessions are also conducted bi-monthly to help new employees understand the Company's products, organization, business direction and philosophies, as well as to encourage them to continuously grow their professional skills and other competencies.

To cater to different areas of specialization, the Human Resources Department will arrange for employees to have internal training, including formal core functional training, such as DC/BC/KC courses, management training programs (MTP), and management skills training (MST). Based on the needs of each department and its professional skills requirements, our employees are also selectively chosen for specific training (e.g., marketing, business, labor safety, fire safety, and specialization-related) through external agencies. Furthermore, to better respond to rapidly changing industry trends, our employees may also be required to attend external seminars or lectures to learn about the latest trends and developments. HR also provides annual training sessions according to organizational goals and employees' developmental needs. We hope to encourage mutual learning and growth among our employees through these actions to drive overall corporate change. Each department proposes training needs, while the Human Resources Department formulates training plans for execution.

Our employees have equal access to education and training regardless of gender. In 2020, a total of 626 employees participated in training programs. On average, each employee spent 3.58 hours taking training courses. Furthermore, male employees averaged 4.16 hours of training per year, while female employees averaged 2.70 hours.

Adding Value to Employees' Careers

D-Link has a goal performance management system that effectively drives talent and teams to realize their potential and help global teams grow and produce higher performance levels, thereby adding value to employees' careers.

We have introduced the concept of Management by Object since 1992. Through the evolution over the years and the organization's needs, we use systematic target performance management settings to integrate the company's vision, strategic goals, and employees' personal work goals. Through 3 stages: initial setting, mid-term review, and final assessment, we achieved communication and organizational feedback. At the same time, different aspects of functional evaluation are distinguished according to management/non-management employees to assist the organization in developing and using human resources. Combining the organization's operational performance and performance management system, the performance appraisal results are accurately reflected in the personnel's annual promotion management and the company's reward system so that every employee can grow with the company. All employees of the company, except for contracted personnel and those who become reinstated for less than three months without pay, all employees whose probation period expires after three months are required to conduct regular performance and career development reviews.

Average Hours of Training per Year per Employee, by Gender and by Employee Category

Management	
Male	4.05
Female	2.77
Subtotal	3.6

Non-management	
Male	4.37
Female	2.61
Subtotal	3.54
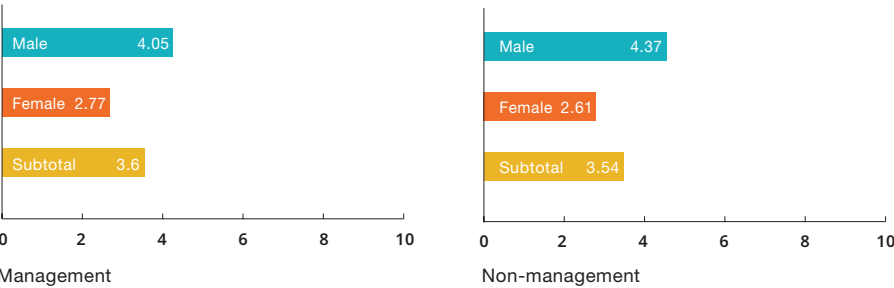
Work Injury Types, Work Injury Frequency, Occupational Disease, Days Lost and Absentee Rate during Reported Period

Item	Non-Traffic Accident		Traffic Accident	
	Male	Female	Male	Female
Number of people	1	1	6	2
Work hours lost	56	5	78	187
Working days lost	7	0.625	9.75	23.375
Absentee Rate (AR)	7.91	0.71	11.01	26.40
Integrated Absentee Rate (AR)	46.02			
Disabling Injury Frequency Rate (FR)	7.06			
Disabling Injury Severity Rate (SR)	28.76			
Frequency-severity Indicator (FSI)	0.45			

Employees Receiving Regular Performance and Career Development Reviews, by Gender and Employment Position

		Formula	Male	Female	Subtotal
Managerial Positions	Actual Number of Trainers	A1	250	135	385
	Training Received (hours)	B1	1012.5	374	1386.5
	Average Hours of Training Received Per Employee	C1=B1/A1	4.05	2.77	3.60
Non-Managerial Positions	Actual Number of Trainers	A2	128	113	241
	Training Received (hours)	B2	559.2	295	854.2
	Average Hours of training received per Employee	C2=B2/A2	4.37	2.61	3.54
Totals	Total Employees	P=A1+A2	378	248	626
	Training Received (hours)	Q=B1+B2	1571.7	669	2240.7
Average Hours of Training Received		S=Q/P	4.16	2.70	3.58

D-Link

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2020 CSR REPORT

Corporate Social Responsibility

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Participation in Civic Activities ————————

As Love Knows No Borders, D-Link's Charity Programs Are Flourishing All Over the World

- Taiwan
- India
- Russia
- Middle East
- Latin America

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Participation in Civic Activities

1st stop of Making Meaningful Connections Through D-Link's Global Charity Programs

1

Taipei Blood Bank Donation

D-Link Headquarters in Taipei was first up on our round-the-world charitable causes in 2020, and we organized something special for the participants. We encourage all our colleagues to part in donating blood. In 2020, a total of 219 people participated in a total of 343 bags of blood donated. With the advancement of modern medicine, the demand for blood continues to increase day by day. To ensure that all kinds of patients can receive sufficient blood for treatment, it is essential for the public to actively and regularly donate blood.

Furthermore, blood donation is a good deed that helps others and benefits us, too. It not only promotes better metabolism for us, but it helps save the precious lives of others. So far, blood cannot be replaced by manufactured products. It is, therefore, necessary to encourage the public to donate blood. D-Link's operational headquarters in Taipei has long supported blood donation activities organized by the Taipei Blood Center, Taiwan Blood Services Foundation. We make it convenient for our colleagues to donate blood during lunch break and after working hours and welcome residents staying near our offices to join the event. The entire company shows the spirit of "donating a blood bag to save a life" and "relay with love to prolong lives" to do our part for society.

2

D-Link Charity Club: Responding to Charity Activities

D-Link Charity Club organized the "Let Life Shine-Love Garden Party," participated in the "Caring for Autism Charity Road Run." And "Responding to KMPG, "Guarding the Hometown and the budding of Hope" Donation Activities" to inspire colleagues to devote themselves to charity and caring for society.

3

D-Link Charity Foundation Social Participation

For more than 20 years, we have coached disadvantaged and charitable organizations to be self-sufficient, hoping to achieve the goal of helping more people. Based on the purpose of social assistance, care, and feedback, D-Link Technology has a long-term investment in social welfare activities. In 1994, D-Link Charity Foundation participated in various social welfare activities. The caring goals include child welfare, youth welfare, elderly welfare, disability assistance, women's welfare, medical welfare, etc. The Charity Club established to strengthen colleagues' participation is still in operation to assemble colleagues' love and care for those

▼ D-Link employees join blood donation activity in Neihu Technology Park.

▼ D-Link employees are full of love for donating blood.

▼ Shinny the life - Love charity event.

▼ Charity Run of Caring for Autism

▼ D-Link responds to the donation activity of KMPG "Guarding the Remote Hometown, Hope Sprouts".

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in need. Since 2011, the cumulative donation amount has reached more than NT$17.43 million. The proportion of donors in 2020 is 42% for child welfare, 7% for youth welfare, 30% for elderly interest, and 22% for emergency relief.

Elderly Welfare

To cooperate with the Ministry of Interior's long-term care policy for the elderly, the foundation has successfully purchased cooked meals from social enterprises since 2018 and donated them to care bases and nursing homes for the elderly. Achievement: In 2020, a total of 85 sets of annual dishes were donated to four elderly care centers in Taipei City and Taoyuan City to benefit the elderly.

Youth/Child Welfare: D-Link Starlight Classroom

D-Link has successively established Starlight Classrooms in rural tribes and disadvantaged communities to provide local care and care. In Keelung, New Taipei City, Hualien, and Taitung, they provide meals, after-school tutoring, talent courses, and consultations for elementary school, junior high school, and some high school children.

▼ The number of donated the New Year's dishes to the Elderly Care Center.

Year	2018	2019	2020
Dishes Number	180	200	85

▼ Donated the New Year's dishes to the Elderly Care Center.

Achievements: In 2020, D-Link Charity Foundation opened kendo classes, language expression classes, and painting classes. By expanding the scope of children's learning, supplemented by multiple curriculum planning, to improve knowledge and strengthen character education. To thank D-Link for its care and care over the years, the children tried to draw what they wanted to say to D-Link by drawing.

Promote the "Public Agriculture" Project: Introduce Inca Fruit Cultivation

Most of the children in the Starlight Classroom come from economic, family disability, cultural and educational disadvantaged groups. Among them, the proportion of children from economically disadvantaged families in rural areas is the highest, increasing year by year. To reduce the number of children assisted, and considering that parents are the most suitable to take care of children, D-Link Charity Foundation

▼ Thanks for D-Link always company along with us.

主題：創意回收「D-Link Around the world」
作者：吳思瑋/花蓮國中八年級
想說的話：感謝您一路上的陪伴。
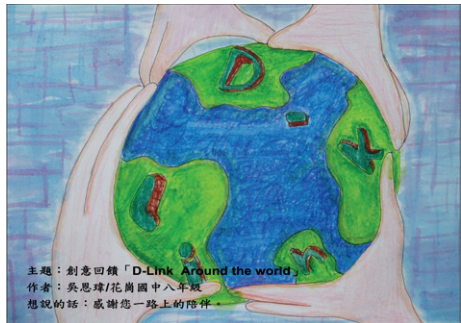
▼ With sincere blessings to D-Link.

▼ D-Link's love is like the scent of "flowers", spreading all over the world.

and non-profit organizations have cooperated to promote a "public welfare agriculture" project that can enhance the development of tribal industries. Combining social enterprises to establish an online sales platform, hoping to increase tribal and family income, reduce the working conditions of family members away from home, and solve various social problems that children's lack of proper care may cause.

Inca fruit is a perennial vine, which local indigenous people in South America have used for thousands of years. Nowadays, it operates in food, health care, pharmacy, cosmetics, and other fields. Inca oil won the "Gold Medal Award" at the Paris World Expo in 2007, and Taiwan also introduced it for cultivation a few years later. Due to the small amount of farming workforce required, farmers in the rural areas of Hualien began to grow Inca fruit without applying pesticides and fertilizers. This move also solved the problem that local farmers have troubled for a long time. First of all, due to the shortage of human resources, people planted the Inca fruit, and the problem of waste farming was improve. On the other hand, when the farmland is short of water and fallow, farmers can make up for the loss by planting Inca fruit.

Achievement: The total area of Inca Orchard in 2020 is about 3 A, planting nearly 3,500 Inca fruit.

▼ Replanting Inca fruit in the remote village to the sea wasteland.

▼ Inca fruit seeds are dried and squeezed into Inca fruit oil, rich in Omega-3 ingredients.

Counseling the Establishment of A "Social Enterprise"

It is better to provide fishing rods for fish. We are well aware that helping disadvantaged charity groups has long relied on external donations to perform social work. However, insufficient external gifts and instability often make it impossible for public interest groups to continuously and effectively help the disadvantaged. The foundation invests in coaching charity organizations to transform into a "social enterprise" and achieves the goal of increasing income by selling charity products.

Achievement: Since 2013, we initiated the purchase of "Organic Grapefruit" charity activity, inviting the public to support the friendly planting of agricultural products.

"Seed Social Enterprise" coaching effect successfully sold pomelos. (Unit: Box)

2013
300

2014
1,200

2015
900

2016
800

2017
900

2018
1,100

2019 (including exports to China)
3,320

2020
1,960

2020 Charity Donation Objects (Groups)

- Private Sanmin Nursing Home
- Seed Charity Association of the Republic of China
- Hualien County Gu Ruosi Holistic Care Association
- Taipei City Private Xiang'an Long-term Care Center for the Elderly
- Taipei Long-term Care Development Association
- New Taipei City Christian New Hope Church

D-Link Charitable Foundation

	Child Welfare	42%
	Youth Welfare	7%
	Elderly Welfare	29%
	Emergency Relief	22%

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Corporate Social Responsibility

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01 02 03 04 05 06 07 08 **09**
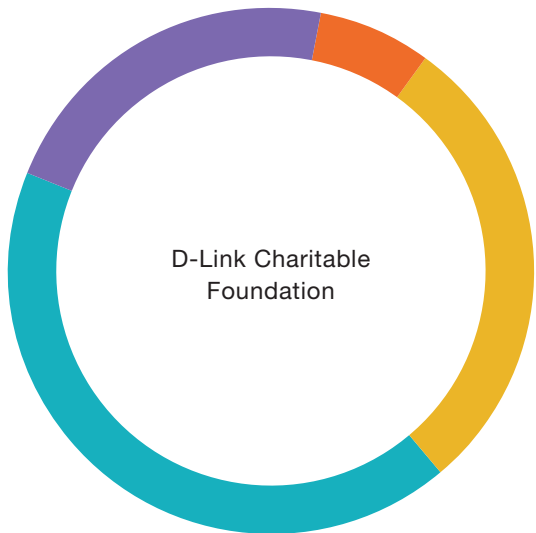
Participation in Civic Activities ———————

2nd stop of D-Link India Is Facing a Crisis, Providing Assistance Cannot Be Delayed

1.

Computer Lab at Keshav Smruti High School

We have always maintained Education is a powerful tool that can transform an individual, aswell as society at large. At D-Link Education has been one of the key focus areas under our CSR purview. Recently D-Link sponsored Computer Lab for Keshav Smruti High School at Vasco, Goa. With this we hope to empower hundreds of economically underprivileged students with quality technical education.

2.

Daulatbanoo Merwan Khodadad Irani Dialysis Centre

D-Link is taking great efforts to reach out to those on the breadline and located at remote locations with limited or no access to healthcare services. Providing quality healthcare for the deprived is one of the key focus areas of our CSR program. With this commitment D-Link recently sponsored dialysis machine for Daulatbanoo Merwan Khodadad Irani Dialysis Centre located in Dahanu. This was done in collaboration with Lions Club of Dahisar in twinning with Lions Club of Dahanu.

3.

Support Towards PM Care Funds to Combat COVID-19

Government of India (GoI) is taking all necessary steps to contain the spread of COVID-19 while ensuring utmost safety of its citizens. In this moment of grave national crisis, D-Link (India) Ltd. has committed Rs. 35 lacs in nations service towards its fight against COVID-19 Pandemic in India. Along with D-Link, our employees have also voluntarily contributed one-day salary towards PMCARE fund as a mark of support during this health emergency.

4.

Donation Towards CM COVID Fund (Maharashtra)

Our country is going through a tough & unprecedented time with the ongoing COVID- 19 pandemic. D-Link extended its helping hand, by contributing Rs. 20 lacs towards CM COVID Fund (Maharashtra) in order to support the state government tackle the impact of the coronavirus pandemic.

5.

TATA Memorial Hospital

COVID-19 crisis has put a huge pressure on our healthcare system, and we extend our profound solidarity to all the frontline forces who are leading the battle against COVID-19 with utmost sincerity & brilliance. D-Link stands by its commitment of service to the society and has contributed Rs. 5 lacs to TATA Memorial Hospital towards procurement of Personnel Protective Equipment (PPE), as part of the COVID-19 outbreak preparedness at the hospital.

6.

Lion Kartar Singh Hospital

D-Link is committed towards promoting premium healthcare facility which is affordable for marginalized section of the society. Keeping up with this philosophy D-Link under its CSR purview donated Dialysis Machines to Lion Kartar Singh Hospital located in Mumbai suburb. Lion Kartar Singh Hospital is a recognized name in patient care offering economical medical facilities to patients and is equipped with technologically advanced healthcare support.

7.

Jiwdani Dialysis Center

Located in the Norther suburb of Mumbai city and part of Raigad district - Jiwdani Dialysis Center at Virar offers economical treatment to needy patients. D-Link with its commitment towards supporting quality healthcare donated Dialysis unit. With this D-Link continues to support affordable healthcare for the underprivileged.

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Participation in Social Welfare Activities

3rd stop of D-Link Russia Greatly Assist Various Educational Activities to Help Young People Develop Their Talents

1.

▼ The winners of 1st Regional Networking Skills Championship in Ryazan

D-Link Organized Regional Networking Skills Championship For Students in Ryazan

D-Link education team in partnership with Ryazan State Radio Engineering University conducted the 1st Regional Networking Skills Championship among the students of Ryazan colleges and universities. The competition allowed future IT specialists to test their skill level in the area of computer network hardware design, configuration, development, and maintenance, all of which are highly required by the employers in the region. After the competition part, most of the participants said they had a better understanding of their next steps for career and education and felt better prepared to present themselves to potential employers. By supporting such educational activities, we can inspire young people to pursue a career in IT industry and help the region meet the growing demand for IT professionals

2.

▼ The winners of the IV "Young Professionals" regional championship in Ryazan

D-Link Supported "Young Professionals" National Competition

D-Link supported "Young Professionals" (WorldSkills Russia) National Competition on the regional stage in Ryazan. "Young Professionals" is the largest skills competition according to WorldSkills Standards held in Russia among students of TVET colleges aged 16–20, encouraging better career guidance for young people and introducing the best international practices into the national education system. By supporting such competitions, we seek to empower young people in the regions to demonstrate their skills on the national level and gain recognition of the industry professionals.

3.

▼ Regional stage of All-Russian Professional Skills Olympiad in Ryazan

D-Link Supported the Regional Stage of All-Russia Student Olympiad of Professional Skills in Systems Programming Discipline

The All-Russia Professional Skills Olympiad is one of the largest national competition among students of technical and vocational education institutions. It's a great opportunity for educators and businesses to cooperate in helping the best and innovative students get real world experience, and make links between the world of work and what they're learning in the classroom.

4.

▼ D-Link Digital Learning website for educators and students
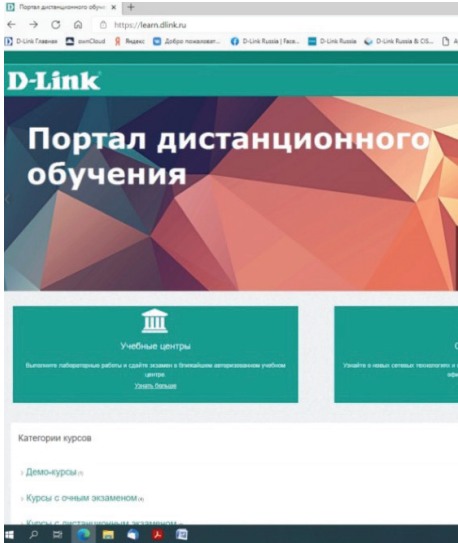
D-Link Provides Free Education Resources to Improve the Quality of Teaching Information Technologies in Russia

By 2020, our education team have launched eight online courses to help educators make teaching of IT disciplines more effective and up-to-date with the needs of industry. We provide free education materials, online testing, webinars, expert support and training in order to help teachers stay up to date with the latest network technologies. Having registered on D-Link Digital Learning website, teachers can also create their own courses in IT disciplines and easily monitor their students progress.

Participation in Civic Activities

4th stop of D-Link Middle East Assist the Affected Residents to Rebuild Their Homes

August 4, 2020

An enormous quantity of ammonium nitrate stored at the port of the city of Beirut, (the capital of Lebanon) exploded, causing at least hundreds of deaths, thousands of injuries, and a billion worth in property damage, and leaving hundreds of thousands of people, homeless.

In September 2020, D-Link in partnership with Beit El Diafeh a non-profit organization founded in 1988 (Lebanon), with an aim to help people in need, contributed in the home rebuilding program of at least 5 families out of thousands affected, a month after the devastating explosion. The program completed on 14th September 2020.

September 2020

D-Link in partnership with Beit El Diafeh a non-profit organization founded in 1988 (Lebanon), with an aim to help people in need, contributed in the home rebuilding program of at least 5 families out of thousands affected, a month after the devastating explosion. The program completed on 14th September 2020.

D-Link Assisted to Rebuild

The homes which D-Link assisted to rebuild was 500 meters nearby the explosion site. Seeing and hearing the affected residents, it is crucial for them to have a decent place to continue their living, they would want to live.

D-Link is honored to be an instrument, in assisting to bring a smile to some of the affected residents nearby the explosion site in Beirut, Lebanon.

Source of information: https://www.youtube.com/watch?v=OWb12ZwaPv4&feature=youtu.be
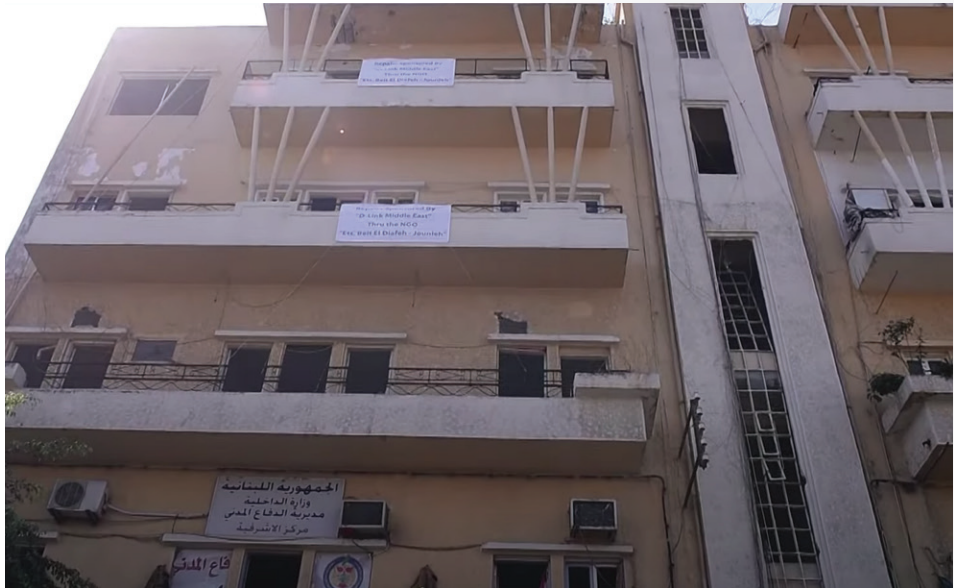
Participation in Civic Activities ⎯⎯⎯⎯⎯

5th Stop of D-Link Latin America
Do the Best to Protect the Earth

HOW TO TAKE CARE OF THE ENVIRONMENT WITH TECHNO-LOGICAL EQUIPMENT?

Opting for sustainable packaging, purchasing products with recy-clable components, and choosing energy-saving solutions are some of the suggestions provided.

Given the spread of the coronavirus or Covid-19 in our country and the government decree that keeps the entire nation in a state of emergency, the majority of Peruvians are permanently in their homes, which causes them to use techno-logical devices more frequently. The constant use of equipment, which by necessity we have connected, such as cell phones, laptops, tab-lets and more, makes the highest percentage of energy expenditure concentrated in homes.

Although there are several comments that indi-cate that technology would harm the environ-ment, currently, the IT industry and companies in the sector have presented great advances to adapt their devices in such a way that they are friendly with natural resources and at the same time can satisfy the various consumer needs.

In this sense and within the framework of World Environment Day, Arlett Tataje, Business Development Manager of D-Link Peru, offers some tips to take care of the environment with technological equipment:

1. Choose for sustainable packaging:
   Choose devices that have packaging that is eco-friendly and self-degrading, preferably that use recycled cardboard. Another import-ant point is to reduce the use of plastic bags and if necessary, choose reusable paper bags.

2. Purchase products with recyclable compo-nents:
   Another recommendation is to use equip-

ment with an environmental focus, which in its composition have recyclable elements. In turn, a detail to consider is that they have certifications and seals of compliance with standards for the protection of the planet.

3. Choose energy saving solutions:
   An alternative to consider are products with ecological technology, that is, equipment reduces the heat that it emits and has pro-cesses to allow a lower level consumption of electricity without affecting its performance.

4. Alert with toxic substances:
   The executive also suggests selecting technologies that do not contain materials considered hazardous such as chromium, lead, mercury and cadmium. In this way, the health of users will be protected, but at the same time the planet will be protected.

D-Link is one of the companies that is at the forefront with the protection of the environment, as it has the D-Link Green certification, which guarantees energy savings, presents recycla-ble electronic components and self-degrading packaging in its equipment.

Appendix

Appendix A:

GRI Standards Comparison Table

GRI Standards	Material Topics	Disclosure No.	Disclosure Item	Page
GRI 102:2016				
GRI 102	Organizational profile	102-1	Name of the organization	10-13
GRI 102	Organizational profile	102-2	Activities, brands, products, and services	10-13
GRI 102	Organizational profile	102-3	Location of headquarters	8
GRI 102	Organizational profile	102-4	Location of operations	16-17
GRI 102	Organizational profile	102-5	Ownership and legal form	10-13
GRI 102	Organizational profile	102-6	Markets served	10-13
GRI 102	Organizational profile	102-7	Scale of the organization	10-13
GRI 102	Organizational profile	102-8	Information on employees and other workers	10-13
GRI 102	Organizational profile	102-9	Supply chain	10-13
GRI 102	Organizational profile	102-10	Significant changes to the organization and its supply chain	10-13
GRI 102	Organizational profile	102-11	Precautionary Principle or approach	10-13
GRI 102	Organizational profile	102-12	External initiatives	10-13
GRI 102	Organizational profile	102-13	Membership of associations	10-13
GRI 102	Strategy	102-14	Statement from senior decision-maker	12
GRI 102	Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	26-33
GRI 102	Governance	102-18	Governance structure	26-33
GRI 102	Stakeholder engagement	102-40	List of stakeholder groups	Appendix C
GRI 102	Stakeholder engagement	102-41	Collective bargaining agreements	Appendix C
GRI 102	Stakeholder engagement	102-42	Identifying and selecting stakeholders	Appendix C
GRI 102	Stakeholder engagement	102-43	Approach to stakeholder engagement	Appendix C
GRI 102	Stakeholder engagement	102-44	Key topics and concerns raised	Appendix C
GRI 102	Reporting practice	102-45	Entities included in the consolidated financial statements	6-9
GRI 102	Reporting practice	102-46	Defining report content and topic Boundaries	6-9
GRI 102	Reporting practice	102-47	List of material topics	6-9
GRI 102	Reporting practice	102-48	Restatements of information	6-9
GRI 102	Reporting practice	102-49	Changes in reporting	6-9
GRI 102	Reporting practice	102-50	Reporting period	6-9
GRI 102	Reporting practice	102-51	Date of most recent report	6-9
GRI 102	Reporting practice	102-52	Reporting cycle	6-9
GRI 102	Reporting practice	102-53	Contact point for questions regarding the report	6-9
GRI 102	Reporting practice	102-54	Claims of reporting in accordance with the GRI Standards	6-9
GRI 102	Reporting practice	102-55	GRI content index	6-9
GRI 102	Reporting practice	102-56	External assurance	6-9
GRI 103:2016				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	8/12/16/17/36/54/62/64/65/66/67
GRI 103	Management Approach	103-2	The management approach and its components	As above
GRI 103	Management Approach	103-3	Evaluation of the management approach	As above

GRI Standards	Material Topics	Disclosure No.	Disclosure Item	Page
GRI 200:2016				
GRI 201	Economic Performance	201-1	Direct economic value generated and distributed	10-13
GRI 201	Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	68-73
GRI 203	Indirect Economic Impacts	203-1	Infrastructure investments and services supported	76-88
GRI 205	Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	26-32
GRI 300:2016				
GRI 301	Materials	301-2	Recycled input materials used	60-67
GRI 301	Materials	301-3	Reclaimed products and their packaging materials	60-67
GRI 302	Energy	302-1	Energy consumption within the organization	60-67
GRI 302	Energy	302-4	Reduction of energy consumption	60-67
GRI 302	Energy	302-5	Reductions in energy requirements of products and services	60-67
GRI 303	Water	303-1	Water withdrawal by source	60-67
GRI 305	Emissions	305-2	Energy indirect (Scope 2) GHG emissions	60-67
GRI 306	Effluents and Waste	306-2	Waste by type and disposal method	60-67
GRI 308	Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	60-67
GRI 400:2016				
GRI 401	Employment	401-1	New employee hires and employee turnover	68-75
GRI 401	Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	68-75
GRI 401	Employment	401-3	Parental leave	68-75
GRI 403	Occupational Health and Safety	403-1	Workers representation in formal joint management–worker health and safety committees	68-75
GRI 403	Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	68-75
GRI 403	Occupational Health and Safety	403-3	Workers with high incidence or high risk of diseases related to their occupation	68-75
GRI 404	Training and Education	404-1	Average hours of training per year per employee	68-75
GRI 404	Training and Education	404-3	Percentage of employees receiving regular performance and career development reviews	68-75
GRI 405	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	68-75
GRI 406	Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	68-75

Appendix B:
Table of Topic Identification, Boundaries, and Material Aspects

Priori-tization	Relevant Issues	Topics	Indicators of the GRI Standards	Internal	External					
				Employees	Shareholders	Customers	Suppliers	Government	Media	NPO
1	Branding and marketing	Marketing and labeling	417-3 In compliance with the regulations of marketing communications	•		•	•			
2	D-Link Green	Compliance-Environment	307-1 No heavy fines have been incurred due to violation of environmental laws and regulations	•		•	•	•		
3	Charity activity	Indirect Economic Impact	203-1 Investment in local community infrastructure and development and impact of support services	•			•	•	•	•
4	Revenue disclosure	Economic Performance	201-1 Directly generated and distributed economic value	•			•	•	•	•
5	Supplier management	Supplier Environmental Assessment	308-1 Percentage of new suppliers that were screened using environmental criteria	•			•			
6	Information Security Management	Customer privacy	418-1 Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	•			•			
7	Employee training	Training and Education	404-1 Average number of hours of training per employee per year, by gender and by employee category	•				•		
8	Gender equality in the workplace	Equal Remuneration for Women & Men	405-2 Ratio of basic salary and remuneration of women to men, by employee category and by operation bases	•				•		
9	Emissions	Energy	302-2 Indirect emissions of greenhouse gases (Scope 1/Scope 2/ Scope 3)	•				•		
10	Introduction of ISO 14001:2015 Environmental Management System	Environmental Grievance Mechanisms	302-4 Reduction of energy consumption	•				•		

(Column header "Boundaries of Stakeholders" spans Internal and External groups.)

Appendix C:
Table of Stakeholder Engagement and Frequency of Communication

Stakeholder Engagement, Identification, and Selection

In our engagement with stakeholders, we plan out a rigorous identification process. First, members of the Corporate Social Responsibility Office will, through internal meetings, brainstorm and identify various stakeholders, including worldwide customers, domestic and foreign investors, employees, government officials, customers and suppliers, non-profit organizations, and the media. We then adhere to the five criteria: responsibility, influence, tensions, dependence, and diverse perspectives set forth in the AA1000 Stakeholder Engagement Standard (abbreviated as AA1000 SES 2015) formulated by Account Ability, a global non-profit organization. Based on these five criteria, we identify stakeholders, grade their importance, and, ultimately, establish six major categories of priority stakeholders. After the identification process, there are seven major categories stakeholders we have engaged with for this annual report, namely customers, employees, non-profit organizations, investors, suppliers, government, and the media. Notably, we place special emphasis on D-Link product users around the world, as they form an integral part of our daily operational activities, and are the stakeholders with whom we communicate quite frequently.

Methods, Frequency, and Particular Procedures of Engagement with Stakeholders

We employ various methods of engaging with, cooperating with, and surveying our stakeholders' opinions and feedback, particularly D-Link users around the world. For more details, please refer to the table of stakeholder engagement methods, frequency, and specific procedures.

In addition to engagement methods in the table, as for the issues, including the Company's corporate social responsibility policies, development directions, material issues, and development plans, we also manage to obtain stakeholders' opinions and feedback through questionnaires or email as a reference for the disclosure of material issues and the basis for the Company to continually improve corporate sustainability. The stakeholders' feedback is processed and compiled by each department head, and then material issues are discussed and prioritized through internal meeting discussions.

▼ Frequency of Communication with Stakeholders

Stakeholders	Channels of Communication	Frequency of Communication	Records
Customers	Marketing activities	Monthly	Press Center
	Social network	Daily	Website records, such as D-Link YouTube and Facebook
	Official website in multiple languages	Daily	Dedicated personnel are responsible for forwarding customers' feedback that is sent to the customer service mailbox to the responsible unit for subsequent handling. Technical support, shopping, and maintenance records
	Global toll-free services	Daily	Statistical report on consumer feedback
	Customer service mailbox	Daily	Statistical report on consumer feedback
	Customer satisfaction survey	Daily	Customer satisfaction survey report
	Brick-and-mortar operation counseling	Daily	Dealers' feedback
Employees	Conference call communication	Irregular intervals	Telephone interview records
	Face–to–face communication	Irregular intervals	Interview records
	E-mail	Irregular intervals	E-mail
	Foundation's contact person	Irregular intervals	Conference records
Investors	Annual Shareholders' Meeting	Once a year	Shareholder meeting booklets and conference records
	Quarterly operational achievement presentation and conference calls	Once every quarter	Legal financial information from Market Observation Post System
	Disclosure of monthly revenue	Once a month	Monthly revenue and press release on Market Observation Post System and the Company's website
Suppliers	Selection of new suppliers	Once per supplier	Supplier selection and evaluation report
	Requirements for environmental protection	Irregular intervals	Supplier's letter of commitment
	Annual audit	Once a year	Supplier auditing records
	Supplier training	Irregular intervals	Training materials
	Supplier conferences	Once a year	Meeting minutes
Government Agencies	Official correspondence		Official documents
	Market Observation Post System		
	Company's website		
Media	Press conferences	Irregular intervals	Latest news and press releases

Appendix D:

Third-Party Verification Statement and Conviction Report

▼ ISO 9001: Quality Management System

SGS

Certificate TW12/11967

The management system of

D-Link Corporation

No. 289, Xinhu 3rd Rd., Neihu District,
Taipei City 11494, Taiwan, R.O.C.

has been assessed and certified as meeting the requirements of

ISO 9001:2015

For the following activities

**Design, Development & Marketing of Wired and Wireless Network
Products, including Hardware, Software and Services of LAN & WAN
Products, Broadband Access Products, Home Networking Products,
IP Telephony Products, Network Content Server / Storage Server,
Networked Multimedia Devices, Network Security Devices,
Network Cameras, Mobile Products, USB Devices and other Network,
Communication related Products.**

This certificate is valid from 01 November 2019 until 01 November 2022 and
remains valid subject to satisfactory surveillance audits.
Recertification audit due a minimum of 60 days before the expiration date.
Issue 5. Certified since 01 November 2010

Authorised by

SGS United Kingdom Ltd
Rossmore Business Park Ellesmere Port Cheshire CH65 3EN UK
t +44 (0)151 350-6666 f +44 (0)151 350-6600 www.sgs.com

HC SGS 9001 2015 0818

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UKAS
MANAGEMENT
SYSTEMS
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of this document is unlawful and offenders may be prosecuted to the fullest
extent of the law.

▼ ISO 14001:2015 Environmental Management System

SGS

Certificate TW16/00200

The management system of

D-Link Corporation

No. 289, Xinhu 3rd Rd., Neihu District,
Taipei City 11494, Taiwan, R.O.C.

has been assessed and certified as meeting the requirements of

ISO 14001:2015

For the following activities

**Design, Development & Marketing of Wired and Wireless Network
Products, including Hardware, Software and Services of LAN & WAN
Products, Broadband Access Products, Home Networking Products,
IP Telephony Products, Network Content Server / Storage Server,
Networked Multimedia Devices, Network Security Devices,
Network Cameras, Mobile Products, USB Devices and Other Networks,
Communication related Products.**

This certificate is valid from 29 October 2018 until 29 October 2021 and
remains valid subject to satisfactory surveillance audits.
Recertification audit due a minimum of 60 days before the expiration date.
Issue 2. Certified since 07 March 2016

Authorised by

SGS United Kingdom Ltd
Rossmore Business Park Ellesmere Port Cheshire CH65 3EN UK
t +44 (0)151 350-6666 f +44 (0)151 350-6600 www.sgs.com

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extent of the law.

▼ ISO 27001: Information Security Management System

CERTIFICATE

TÜV AUSTRIA

Management system as per
ISO/IEC 27001:2013

In accordance with TÜV AUSTRIA Deutschland procedures, it is hereby certified that

D-Link Corporation
No.289, Sinhu 3rd RD., Neihu District,
Taipei City 114, Taiwan (R.O.C.)

applies a management system in line with the above standard for the following scope

Provision of the operations and maintenance of server rooms, covering the protection of business applications, ERP application development and maintenance, information records, physical and environmental security, personnel, suppliers and services.

Valid Statement of Applicability (SoA): SF-P00401-01 Version I, 25.09.2020

Certificate Registration No. TA420203009784

Initial certification	2020-10-16
Valid until	2023-10-15

Certification Body
at TÜV AUSTRIA Deutschland GmbH

Filderstadt,   2020-10-30

This certification was conducted in accordance with TÜV AUSTRIA Deutschland auditing and certification procedures and is subject to regular surveillance audits.
TÜV AUSTRIA Deutschland GmbH   Kurze Straße 40   D-70794 Filderstadt   www.tuv-ad.de

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Akkreditierungsstelle
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021390-17-3

ZERTIFIKAT | CERTIFICATE | CERTIFICAT | CERTIFICADO | СЕРТИФИКАТ | شهادة | 証書 | 인증서

▼ ISO 14064-1: Greenhouse Gas Inventory Standard

Statement TW20/00365GG

Greenhouse Gas Verification Statement

The inventory of Greenhouse Gas emissions in year 2019 of

D-Link Corporation

No. 289, Xinhu 3rd Rd., Neihu District,
Taipei City

has been verified in accordance with ISO 14064-3:2006 as
meeting the requirements of

ISO 14064-1:2006

Direct emissions
203.1843 tonnes of CO_2e
Energy indirect emissions
1,577.6209 tonnes of CO_2e
Direct emissions and energy indirect emissions
1,780.805 tonnes of CO_2e

Authorized by

David Huang
Senior Director
Date: 12 October 2020
Version 1

TGP56A-15-1 2003
SGS Taiwan Ltd.
No. 136-1, Wu Kung Road, New Taipei Industrial Park, Wu Ku District,
New Taipei City 24803, Taiwan
t (02) 22993279   f (02)22999453 www.sgs.com

This Statement is not valid without the full verification scope, objectives, criteria and findings available on the Statement.

Page 1 of 5

▼ ISO 14064-1: Greenhouse Gas Inventory Standard

Statement TW20/00365GG, continued

SGS has been contracted by D-Link Corporation (hereinafter referred to as "D-Link"), No. 289, Xinhu 3rd Rd., Neihu District, Taipei City for the verification of direct and indirect Greenhouse Gas emissions in accordance with

ISO 14064-3: 2006

as provided by D-Link Corporation (hereinafter referred to as "D-Link"), No. 289, Xinhu 3rd Rd., Neihu District, Taipei City, in the GHG Assertion in the form of GHG report covering GHG emissions of the period 01 January 2019 to 31 December 2019.

Roles and responsibilities
The management of D-Link is responsible for the organization's GHG information system, the development and maintenance of records and reporting procedures in accordance with that system, including the calculation and determination of GHG emissions information and the reported GHG emissions.

It is SGS's responsibility to express an independent GHG verification opinion on the GHG emissions as provided in the GHG Assertion for the period 01 January 2019 to 31 December 2019.

SGS conducted a third party verification of the provided GHG assertion against the principles of ISO 14064-1:2006, ISO 14064-3:2006 in the period 18 September 2020 to 24 September 2020.The verification was based on the verification scope, objectives and criteria as agreed between D-Link and SGS on 20 March 2020.

Level of Assurance
The level of assurance agreed is that of reasonable assurance.

Scope
D-Link has commissioned an independent verification by SGS Taiwan of reported GHG emissions of D-Link arising from Design, Development & Marketing of Wired and Wireless Network Products, including Hardware, Software and Services of LAN & WAN Products, Broadband Access Products, Home Networking Products, IP Telephony Products, Network Content Server / Storage Server, N activities, to establish conformance with ISO 14064:2006 principles within the scope of the verification as outlined below.

▼ ISO 14064-1: Greenhouse Gas Inventory Standard

Statement TW20/00365GG, continued

This engagement covers verification of emission from anthropogenic sources of greenhouse gases included within the organization's boundary and is based on ISO 14064-3:2006.
- Title or description activities: GHG verification for D-Link in year 2019
- Location/boundary of the activities:
  - No. 289, Xinhu 3rd Rd., Neihu District, Taipei City
- Physical infrastructure, activities, technologies and processes of the organization: Design, Development & Marketing of Wired and Wireless Network Products, including Hardware, Software and Services of LAN & WAN Products, Broadband Access Products, Home Networking Products, IP Telephony Products, Network Content Server / Storage Server, N
- GHG sources, sinks and/or reservoirs included: Sources as presented in the inventory spreadsheet provided by D-Link
- Types of GHGs included: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3
- The IPCC 2007 AR4 GWP values are applied in this inventory.
- Electricity emission factor: 0.509 $kgCO_2e$/kwh (Announced by Bureau of Energy, Ministry of Economic Affairs in 2020)
- Directed actions: NA
- GHG information for the following period was verified: 01 January 2019 to 31 December 2019
- The version of inventory sheet: v1
- The version of GHG assertion: v1
- Intended user of the verification statement: Private

Objective
The purposes of this verification exercise are, by review of objective evidence, to independently review:
- Whether the GHG emissions are as declared by the organization's GHG assertion
- The data reported are accurate, complete, consistent, transparent and free of material error or omission.

Criteria
Criteria against which the verification assessment is undertaken are the principles of ISO 14064-1:2006

Materiality
The materiality required of the verification was considered by SGS to 5%, based on the needs of the intended user of the GHG Assertion.

▼ ISO 14064-1: Greenhouse Gas Inventory Standard

▼ ISO 14064-1: Greenhouse Gas Inventory Standard

Statement TW20/00365GG, continued

Statement TW20/00365GG, continued

Conclusion

D-Link provided the GHG assertion based on the requirements of ISO14064-1: 2006. The GHG information for the period 01 January 2019 to 31 December 2019 disclosing emissions of 1,780.805 metric tonnes of CO_2 equivalent and 0.0000 metric tonnes of direct CO_2 emissions from the combustion of biomass are verified by SGS to a reasonable level of assurance, consistent with the agreed verification scope, objectives and criteria.

SGS's approach is risk-based, drawing on an understanding of the risks associated with reporting GHG emissions information and the controls in place to mitigate these. Our examination includes assessment, on a test basis, of evidence relevant to the amounts and disclosures in relation to the organization's reported GHG emissions.

We planned and performed our work to obtain the information, explanations and evidence that we considered necessary to provide a reasonable level of assurance that the GHG emissions for the period 01 January 2019 to 31 December 2019 are fairly stated.

We conducted our verification with regard to the GHG assertion of D-Link which included assessment of GHG information system, monitoring and reporting plan/protocol. This assessment included the collection of evidence supporting the reported data, and checking whether the provisions of the protocol reference, were consistently and appropriately applied.

In SGS's opinion the presented GHG assertion
- is materially correct and is a fair representation of the GHG data and information, and
- is prepared in accordance with ISO14064-1:2006 on GHG quantification, monitoring and reporting.

Confidentiality

The reports and attachments may contain relevantly confidential information of the clients. In addition to being submitted as governmental application or certification documents, the reports and attachments are not allowed to be edited, duplicated, or published without the clients' agreement in written form.

Avoidance of Conflict of Interest

The reports and attachments are completely complied with the standards and procedures that related-authorities established. The reports and attachments of auditing process are conduct with fairness and honesty. If not, the auditing institution not only has to bear the relevant compensation duties, but also to receive legal charge and punishment.

This statement shall be interpreted with the GHG assertion of D-Link as a whole.

Verifier Group

Above statements coincide with auditing process with fairness and impartiality, and aim at the emission of year 2019 of clients.

Lead Verifier: _Alfie Cheng_

Note: This Statement is issued, on behalf of Client, by SGS Taiwan Ltd. ("SGS") under its General Conditions for Greenhouse Gas Verification Services available at http://www.sgs.com/terms_and_conditions.htm. The findings recorded hereon are based upon an audit performed by SGS. A full copy of this statement, the findings and the supporting GHG Assertion may be consulted at D-Link Corporation,No. 289, Xinhu 3rd Rd., Neihu District, Taipei City, This Statement does not relieve Client from compliance with any bylaws, federal, national or regional acts and regulations or with any guidelines issued pursuant to such regulations. Stipulations to the contrary are not binding on SGS and SGS shall have no responsibility vis-à-vis parties other than its Client.

This Statement is not valid without the full verification scope, objectives, criteria and findings available on the Statement.   Page 4 of 5

This Statement is not valid without the full verification scope, objectives, criteria and findings available on the Statement.   Page 5 of 5

▼ ISO 45001: Occupational Safety and Health Management System

bsi.

Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:
D-Link Corporation
No. 289, Sinhu 3rd Rd.
Neihu District
Taipei City
11494
Taiwan

友訊科技股份有限公司
臺灣
台北市
內湖區
新湖3路289號
11494

Holds Certificate No: **OHS 644484**

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

The design, development and marketing of wired and wireless network products, including hardware, software and services of local area network (LAN) and wide area network (WAN) products, broadband access products, home networking products, internet protocol (IP) telephony products, network content server / storage server, networked multimedia devices, network security devices, network camera, universal serial bus (USB) devices and other network, communication related products.
[Previously certified to BS OHSAS 18001:2007 since 2013-01-31]
設計、開發和銷售有線和無線網絡的產品：包括硬件、軟件和局域網的服務（LAN）和廣域網（WAN）的產品、寬帶接入產品、家庭網絡產品、網際協議（IP）電話產品的設計、開發和銷售、網絡內容服務器/存儲服務器、網絡多媒體設備、網絡安全設備、網絡攝像頭、通用串行總線（USB）設備和其他網絡、通信相關產品。

For and on behalf of BSI:

Chris Cheung, Head of Compliance & Risk - Asia Pacific

Original Registration Date: 2019-01-14
Latest Revision Date: 2020-09-03

Effective Date: 2019-01-31
Expiry Date: 2022-01-30

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ISO 45001: Occupational Safety and Health Management System

Certificate No: **OHS 644484**

Location	Registered Activities
D-Link Corporation No. 289, Sinhu 3rd Rd. Neihu District Taipei City 11494 Taiwan 友訊科技股份有限公司 臺灣 台北市 內湖區 新湖3路289號 11494	The design, development and marketing of wired and wireless network products, including hardware, software and services of local area network (LAN) and wide area network (WAN) products, broadband access products, home networking products, internet protocol (IP) telephony products, network content server / storage server, networked multimedia devices, network security devices, network camera, universal serial bus (USB) devices and other network, communication related products.

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