

D-Link Corporation Results of the External Evaluation of Board Performance for the Year 2025

1. **Basis:**

According to the Company's "Regulations for Board Performance Evaluation," the performance evaluation of the Board, its members, and functional committees shall be conducted by an external independent institution or a team of external experts and scholars at least once every three years. The Company commissioned Dali Financial Consulting Co., Ltd. in June 2025 to conduct the evaluation. The consulting firm issued an evaluation report on August 15, 2025, and the overall evaluation results were submitted to the Board of Directors on November 12, 2025, for ratification and to serve as a basis for review and improvement.

2. **Evaluation Scope:**

The consulting firm provided evaluation results and recommendations on the Company's Board performance through procedures such as questionnaires, on-site interviews, meeting observations, and reviews of relevant written documents and public information. The scope of evaluation is as follows:

I. **Overall Board of Directors**

- The overall Board evaluation includes seven major dimensions: (1) Board Composition and Structure
(2) Quality of Board Decision-Making
(3) Board Delegation
(4) Board Supervision
(5) Board Communication and Information Transmission
(6) Risk Management and Crisis Handling
(7) Others

II. **Individual Evaluation of Board Members**

III. **Functional Committees**

3. **Evaluation Period:** From July 1, 2024, to June 30, 2025.

4. **Evaluation Method:** On-site visitation and evaluation.

5. **Evaluation Team:** Consultant Chen Chun-yeh and her team.

6. **Evaluation Summary:**

The Company has a total of nine directors, which is an appropriate number; one of them is female; there are three independent directors, accounting for one-third of the total board seats. The directors possess diverse expertise and engage in continuous education, which positively contributes to the quality of Board decisions. The Company's communication channels are smooth and diverse, and the independent directors are very satisfied with the

communication channels and the efficiency of responses.

Succession planning is a critical issue for sustainable business operation; the Company has established a database of director candidates to facilitate subsequent cultivation and selection; it has also formulated the "Regulations for Key Management Succession Planning" to establish a development plan for high-potential talent.

In addition to the Remuneration Committee and the Audit Committee, the Company has established a ESG Committee (renamed as the ESG and Nomination Committee) to assist the Board in promoting corporate sustainability, and reports to the Board regularly. In recent years, the Company has won the Gold Award for Sustainability Reporting, the "Silver Award" at the Taiwan Sustainability Action Awards (TSAA), and was selected for the S&P Global Sustainability Yearbook 2025 for the first time. Furthermore, it has ranked in the top 5% of the Corporate Governance Evaluation for two consecutive years recently, demonstrating the enterprise's emphasis on ESG and its determination for sustainable operation.

Overall, the Board's performance is good.

7. Recommendations and Company Responses:

Suggestion Item	Content of Suggestion	Company Response
Gender Diversity of Directors	Among the Company's nine directors, only one is female, meaning the ratio of directors of either gender has not reached one-third. It is recommended to increase the number of female director seats during the next election upon the expiration of the directors' terms to improve gender diversity on the Board.	It is expected to increase the number of female director seats during the director re-election in 2026, reaching one-third of the board seats.
Plan to Enhance Corporate Value	Based on long-term corporate value and transformation, listed companies should formulate and disclose operational strategies and business plans, integrate sustainability information, and analyze and evaluate them within the Board. Additionally, active communication with investors regarding information related to	Reported to the Board of Directors on November 12, 2025, and uploaded to the Market Observation Post

	enhancing corporate value should be conducted through channels such as the company website, shareholders' meetings, and investor conferences.	System (MOPS).
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