

BizLink



CSR

2018 BizLink Holding Inc.

Corporate Sustainability Report

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Introduction of BizLink Corporate Sustainability Report

This is BizLink's first Corporate Sustainability Report. Compiled according to Taiwan Stock Exchange Corporation's "Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies," the Company will publish the report on an annual basis and it will be uploaded to BizLink's official website.

Reporting Guidelines

This 2018 CSR issue was compiled in accordance with the Core Options of the latest GRI Standards, which were officially announced by the Global Reporting Initiative (GRI). The contents of the latest issue present BizLink's continuous endeavors and achievements in economic, environmental, and social sustainability as well as the Company's efforts and determination in sustainable development. The next issue (2019 report) is expected to be published in 2020.

The report takes into reference the material corporate sustainability themes and stakeholders' material issues identified by BizLink in 2018 to explain the Company's impact on the economy, environment, and society, as well as its contributions. By upholding the principle of integrity, transparency, and sustainability, BizLink uses the report to disclose the Company's sustainable developments and CSR fulfillment in 2018 to the public, as well as our philosophy and practice in corporate sustainability to the public.

External Assurance

The report has received type 1, medium level assurance from SGS Taiwan Ltd. based on AA1000 AS (2008) as well as the Core Options of the latest GRI Standards. The Independent Verification Statement is attached in the appendix of this report.

Report Scope and Data

- The report encompasses BizLink's performance in corporate sustainability from January 1 to December 31, 2018.

- Economic indicators and financial data encompass the entire Company's operating performance. Financial reports are calculated in New Taiwan Dollar based on International Financial Reporting Standard (IFRS) and audited by Deloitte & Touche.
- Environmental data is collected and analyzed from 9 production sites including BizLink (Kunshan) Co., Ltd.; OptiWorks (Kunshan) Co., Ltd.; BizLink Technology (Changzhou) Ltd.; BizLink Electronics (Xiamen) Co., Ltd.; Tong Ying Electronics (Shenzhen) Co., Ltd.; Xiang Yao Electronics (Shenzhen) Co., Ltd.; BizConn International Corp.; BizLink Technology (Xiamen) Ltd.; and Nanhai Jo Yeh Electronic Co., Ltd. Environmental management and occupational safety and health management are conducted every year using data gathered through ISO14001:2005 and OHSAS 18001:2007 supplier audits. The GHG audit is conducted according to ISO14064-1 standards. If quantified indicators contain a special meaning, they will be annotated.
- Social indicators encompass implementation conditions in Taiwan, China, USA, Germany, Belgium, Slovakia, Serbia, and Malaysia. Any exceptions will be annotated in the report.
- The report's data is collated by the editorial team, consisting of personnel from HR, Legal, Plant Administration, CEO Office, R&D, Procurement, System Quality Assurance, Customer Service, PR, and Corporate Sustainability Department. The data is reviewed and verified according to the internal control process.

Opinion feedback

If you have any question or suggestion concerning the report, please do not hesitate to contact us via the following channels :

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Important Achievements in Sustainable Development in 2018

CSR Promotion

- Established the Corporate Governance and Sustainability Development Committee to formulate and implement sound and systematic management of corporate governance, and the Company's impact on the environment, and society.

Corporate Governance

- Included in the top 20% award recipient list for the 4th TSE & OTC Listed Companies Corporate Governance Appraisal in 2017.
- Selected as a constituent stock of TWSE "Corporate Governance 100 Index" for the second year in a row.

Environmental Protection

Expanded the scope of environmental data collection and analyzing from 3 sites to 9 sites, incorporating all production sites in China. In the future, the scope will be expanded to include all of BizLink's production sites.

- 2018 GHG intensity was 1.45 tons CO₂e/NT\$1 million, a reduction of 6.98% compared to 2017.
- 2018 energy consumption intensity was 2.06 kWh/NT\$1000, a reduction of 78% compared to 2017.
- 2018 water consumption intensity was 22.97m³/NT\$1 million, maintaining consistent and reliable efficiency similar to that of 2017.

Giving Back to the Society

- In 2018, the Company donated a total of NT\$ 5,493,663, an increase of 38.7 % compared to 2017.

Business Operations

- In 2018, the Company's revenue was NT\$21.3 billion, an increase of 37.14% over last year. The net income after tax increased by 17.98%, EPS was NT\$11.86.
- Inclusion into the Deloitte Technology Fast 500 Asia Pacific, Fast 500.
- Inclusion into the MSCI AC Far East ex Japan Small Cap Index.
- Received the best review of "Full Marks Five Star Product" from IT and consumer electronics client Kensington.
- Received the Annual Best CSR Award from medical equipment client GE Healthcare Group (China).
- Received 2018 Best Contribution Award from medical care equipment client Abbott Laboratories.
- Received the 25th Anniversary Strategic Supplier Collaboration Award from electrical appliance client CHERVON's.



Abbott Laboratories 2018 Best Contribution Award



GE Healthcare Group (China) Annual Best CSR Award



CHERVON's 25th Anniversary Strategic Supplier Collaboration Award



Deloitte Technology Fast 500 Asia Pacific, Fast 500

Message from the Management

BizLink has communicated its endeavors and achievements towards sustainability in the economy, the environment, and in society through its CSR report since 2018. We believe that in order to achieve sustainable development while growing our core business, we must also do right by the environment, and fulfill our corporate social responsibilities as well as engage in effective communication with our stakeholders. This year, we continued to achieve outstanding results in our core businesses, and our CSR report has obtained third-party certification, taking another giant step forward towards sustainability. The dimensions we care about include:

Ongoing Environmental Protection

In December 2018, the UN's Intergovernmental Panel on Climate Change (IPCC) emphasized in its climate change report that people must take more drastic actions to mitigate carbon emissions to control the increase in global temperature by less than 1.5°C by 2030. If we fail to take action, the probability of extremely high global temperature occurring will increase to 129%. If global actions to minimize carbon emissions fail, and global temperatures rise by 2°C, the probability of extreme temperature occurring will soar to 343%. Consequently, more pro-active measures will be required globally to prevent catastrophes and damage caused by climate change before 2050. BizLink has incorporated Sustainable Development into its operating strategy, and environmental goals are stipulated to boost the efficacy of our carbon reduction, energy conservation and product efficiency initiatives. In 2018, we demonstrated significant improvements in the dimensions that we care about, including energy conservation measures, GHG emissions, waste reduction, logistics control, supplier cooperation, and carbon reduction. We will continue to strive towards the goal of a low carbon enterprise.

Strengthening Ties with the Society

In the past year, BizLink continued to participate in community outreach activities, forging a deeper bond between our local locations and their

surrounding communities. The company's overall sponsorship increased by 38.7% compared to 2017. In Taiwan, we have long supported NCTU's Advanced Rocket Research Center, contributing to the training of aerospace technology talents. Internationally, BizLink will continue to care about disadvantaged children, and support organizations such as UNICEF, World Vision, Doctors without Borders, cleft lip and palate support association, Friends of Children with Special Needs (FCSN), Susan G. Komen Breast Cancer Foundation, Washington Hospital Healthcare System, UCSF Benioff Children's Hospital, Silicon Valley Education Foundation, New Hope Chinese Cancer Care Foundation, etc. We support these institutions on a regular basis, and will continue to do so.

Steady Operations and Integrity

Looking back at 2018, the global economy was full of uncertainties such as the fluctuation in the cost of key components, volatile exchange rates, and the impact of the US-China trade negotiations on the global economy. With BizLink's core technologies and competencies, and extraordinary service, the company achieved outstanding results with annual revenue growing by 37.14%. BizLink was included into the Deloitte Technology Fast 500 Asia Pacific, Fast 500. The company has been commended by numerous premier international brands as the best supplier by providing excellent customer service. However, we will not become complacent, and we will continue to strive for further improvement. In addition, healthy corporate governance is the key to sustainable management, and BizLink continues to strengthen the operation of the board and promote information transparency to strengthen communication with our stakeholders. As a result, BizLink was selected as a constituent stock of TWSE's "Corporate Governance 100 Index" for the third year in a row. This demonstrates BizLink's emphasis, resolve, and achievements in corporate governance, protecting shareholders' rights and treating them all equally, promoting information transparency, and fulfilling our corporate social responsibilities.

Conclusion

Over the past year, we wish to sincerely thank the diligent contributions of our colleagues from around the world as well as our other stakeholders such as our clients, suppliers, investors, industry partners, authorities, media outlets, communities and schools. We will continue to pursue energy conservation and effective resource management to improve automation and create a good working environment for our employees. Faced with rapid challenges in the industry, we will strive to uplift the overall competitiveness of our enterprise in collaboration with our strategic partners. We aim to materialize BizLink's vision and mission globally in order to achieve high-quality, sustainable growth, and hope to become the benchmark enterprise in the industry and in society.



CEO Chien-Hua Teng Chairman Hwa-Tse Liang



1

Corporate Commitment and Stakeholder Dialogue

- 1.1 CSR Vision and Commitment
- 1.2 Stakeholder and Material Aspect Identification

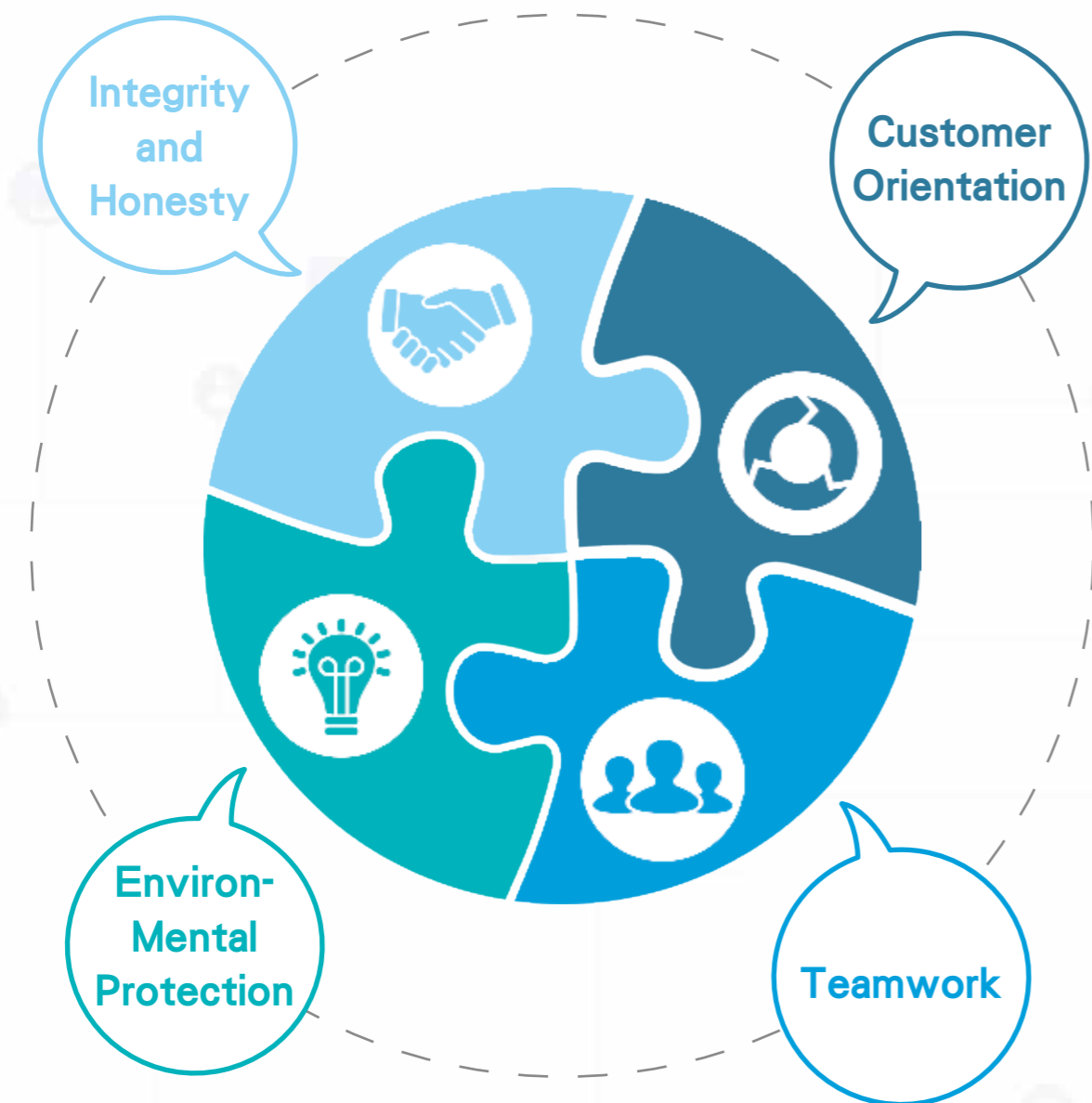
1.1 Corporate Sustainable Development Vision and Commitment

We strive to create “corporate sustainability” through the 4 core values of “integrity and honesty”, “customer orientation”, “teamwork” and “environmental protection”. While pursuing revenue and profits, we insist in playing the role of a global citizen and fulfilling our corporate social responsibilities to generate a constant momentum for growth and for improving our competitiveness.

In order to materialize corporate sustainability, BizLink CEO Felix Teng and senior executives have led by example to establish the Corporate Governance and Sustainability Development Committee directly under the Board of Directors in 2018, which is responsible for creating the corporate management system, reinforcing the sustainability management system, and internalizing sustainable development as an integral part of BizLink’s strategy-making process and corporate culture.

As an ethical and responsible enterprise, BizLink is committed to becoming a global leader and trusted partner of our clients. We firmly believe that smooth stakeholder engagement and environmental accountability will foster the Company’s long-term growth and profitability. As these two goals are achieved over time, BizLink will continue upholding the spirit of giving back to society in promoting environmental protection and corporate sustainability.

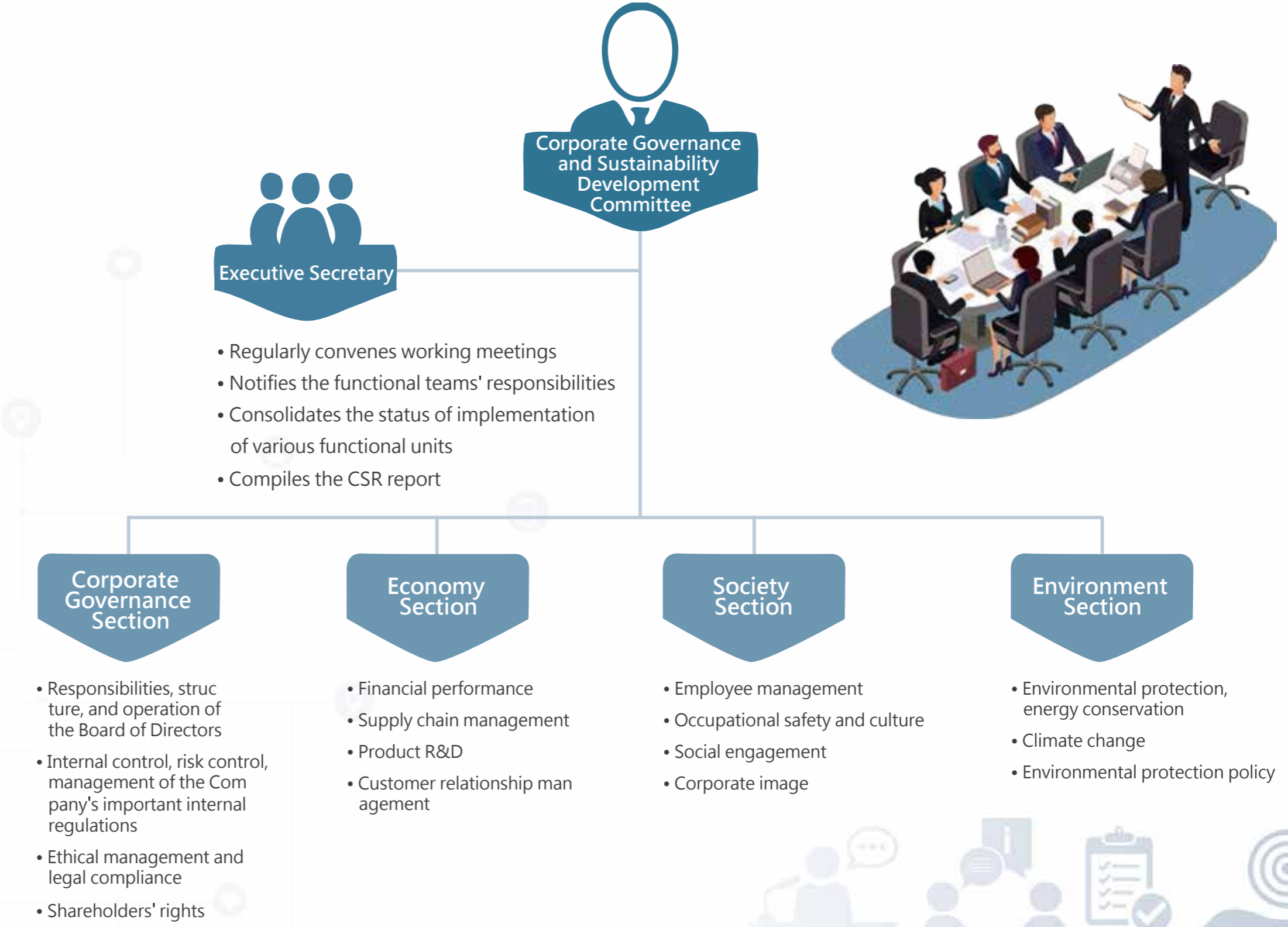
The vision of BizLink in corporate sustainability is to create a society with cultural diversity, humanitarian care, creativity, vivacity, and environmental sustainability. In order to let the Company and our employees actively implement environmental protection and corporate sustainability, we have used the Responsible Business Alliance (RBA)’s Code of Conduct to formulate the CSR Best Practice Principles, encompassing all of BizLink’s subsidiaries. We are committed to abiding by the regulations of the best practice principles, including investment, suppliers, sales development and other sales or employment relations. The best practice principles outline specific commitments within various sustainable development related issues, including business ethics, labor relations, environmental protection, health and safety, management system, corporate governance, and community participation, etc. Moreover, internal and external audits are conducted to assess implementation performance. For details of BizLink’s CSR Best Practice Principles, please refer to BizLink’s official website <https://www.bizlinktech.com/investors/index/4#sub-6>



1.1.1 Corporate Sustainability Promotion Unit

The Corporate Governance and Sustainability Development Committee is responsible for promoting sustainable development within BizLink. Company CEO Felix Teng is the convener, and all senior executives are appointed as members of the promoting team, stipulating corporate sustainability development, corporate governance, economic, environmental and societal goals of sustainable corporate development and supervising the implementation progress. On top of that, they are responsible for leading BizLink to realize the vision of sustainable corporate development as well as short, medium and long-range objectives.

BizLink's Corporate Governance and Sustainability Development Committee is responsible for materializing the Company's commitments to the society, including numerous aspects such as labor relations, employee care, corporate governance, environmental protection, and social welfare. In particular, the most important goals are: respecting and complying with the law, protecting employment rights, improving workplace health and safety, developing green products, minimizing environmental impact, shouldering social and environmental responsibilities, and meeting the customers' requirements.



1.2 Stakeholder and Materials Aspect Identification

1.2.1 Materiality Analysis Technique

Effective engagement with stakeholders is an important foundation of corporate sustainability development. Of the numerous stakeholders, the most important aspect is to identify those who have significant influence over the company's operations and determine the issues that they care about most in a prioritized order. BizLink regularly identifies sustainability-related issues that our stakeholders care about or are interested in to use them as a reference for the report's information disclosure and conduct effective communication with different stakeholders. In principle, the identification process is conducted once a year using stakeholder opinion survey as the tool to gain insight into the issues of concern among stakeholders on a regular basis.

BizLink continues to communicate effectively with our stakeholders. BizLink has implemented the materiality analysis technique by referring to GRI Standards, where the considerations' scope and boundaries are incorporated into the method. The main steps involved are:

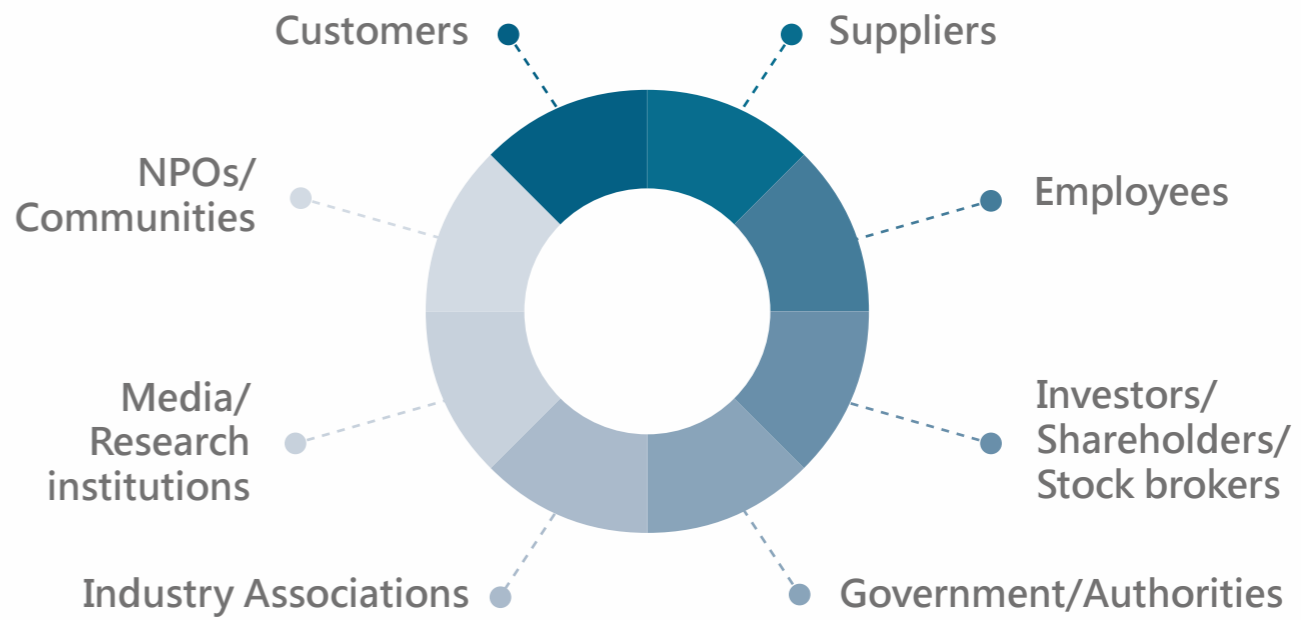
Step 1 : Identify Stakeholders

The task of identifying stakeholders is carried out by "Office for Sustainable Corporate Development" by taking into consideration the 5 major principles of AA1000 Stakeholder Engagement Standards (SES), including dependency, responsibility, influence, diverse perspectives, and tension. Five-point Likert scale is applied to categorize stakeholders into : Customers>Suppliers>Employees>Investors/Shareholders/Stock brokers>Government/Authorities>Industry associations>Media/ Research institutions>NPOs/Communities, totaling 8 groups.

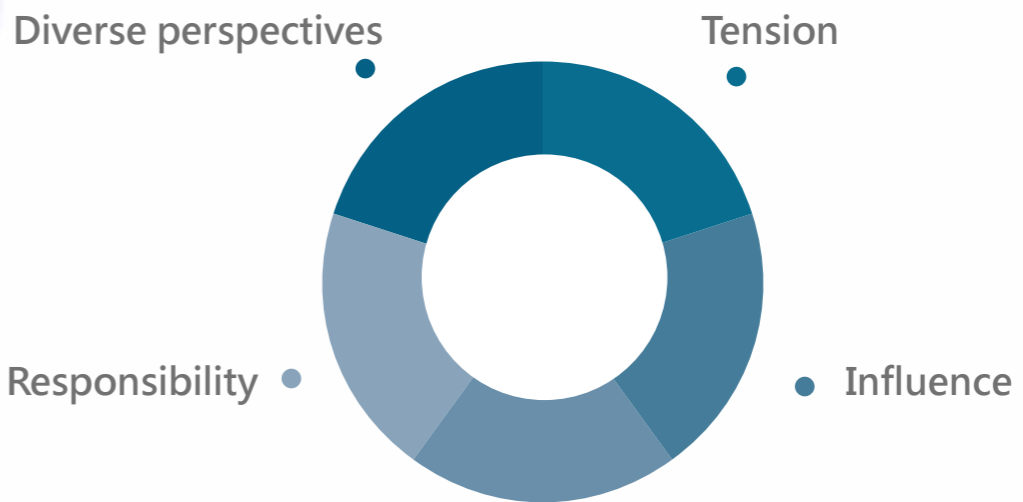
Step 2 : Establish Report Communication Objectives

Value different stakeholders' opinions and constantly absorb suggestions in order to rectify the directions and actions of CSR development to meet the stakeholders' expectations and needs more closely during implementation and generate the most beneficial contributions for the environment and society.

8 Major Categories of Stakeholders



5 Major Principles of Stakeholder Engagement Standards



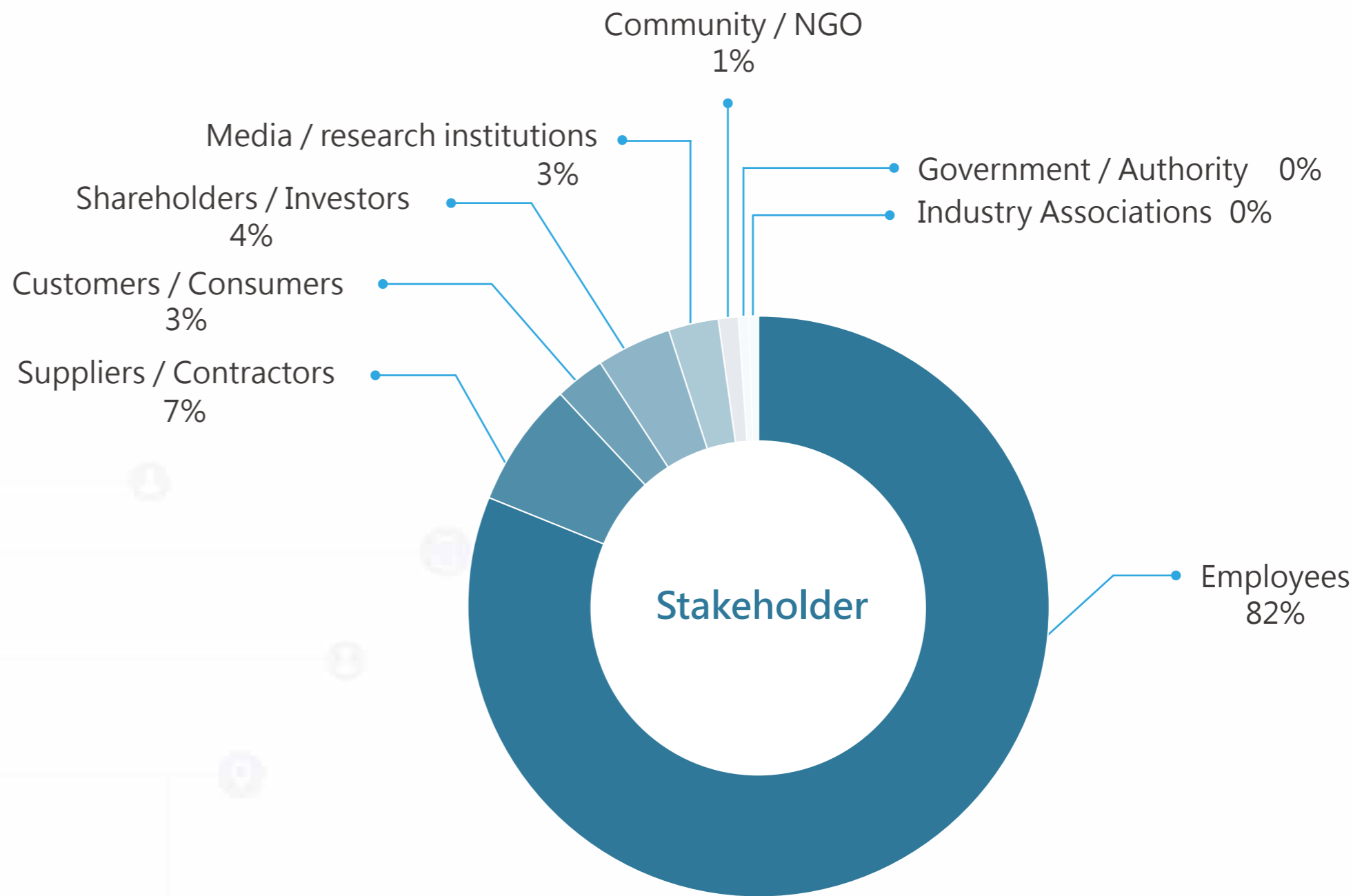
Step 3 : Gather Sustainability

Using the GRI Standard as the foundation, we have also incorporated the impact of the economy, society and environment on corporate sustainability to form the scope of BizLink's sustainability issues. We reviewed 17 sustainability issues from 2017 by borrowing from the experience of BizLink colleagues from various departments as well as that of other leading firms in the industry, before using GRI indicators and sustainability issues to form the scope of material issue identification.

Step 4 : Conduct Materiality Analysis to Determine Priority

For the stakeholders identified 2018, we conducted a materiality survey and collected 316 questionnaires describing the above-mentioned stakeholders' level of concern towards each issue. The same issues are assessed by our committee members and colleagues through questionnaires to determine the impact of the economy, society, and environment on the Company's operations, before the most important material issues with high levels of concern and impact are ascertained and prioritized.

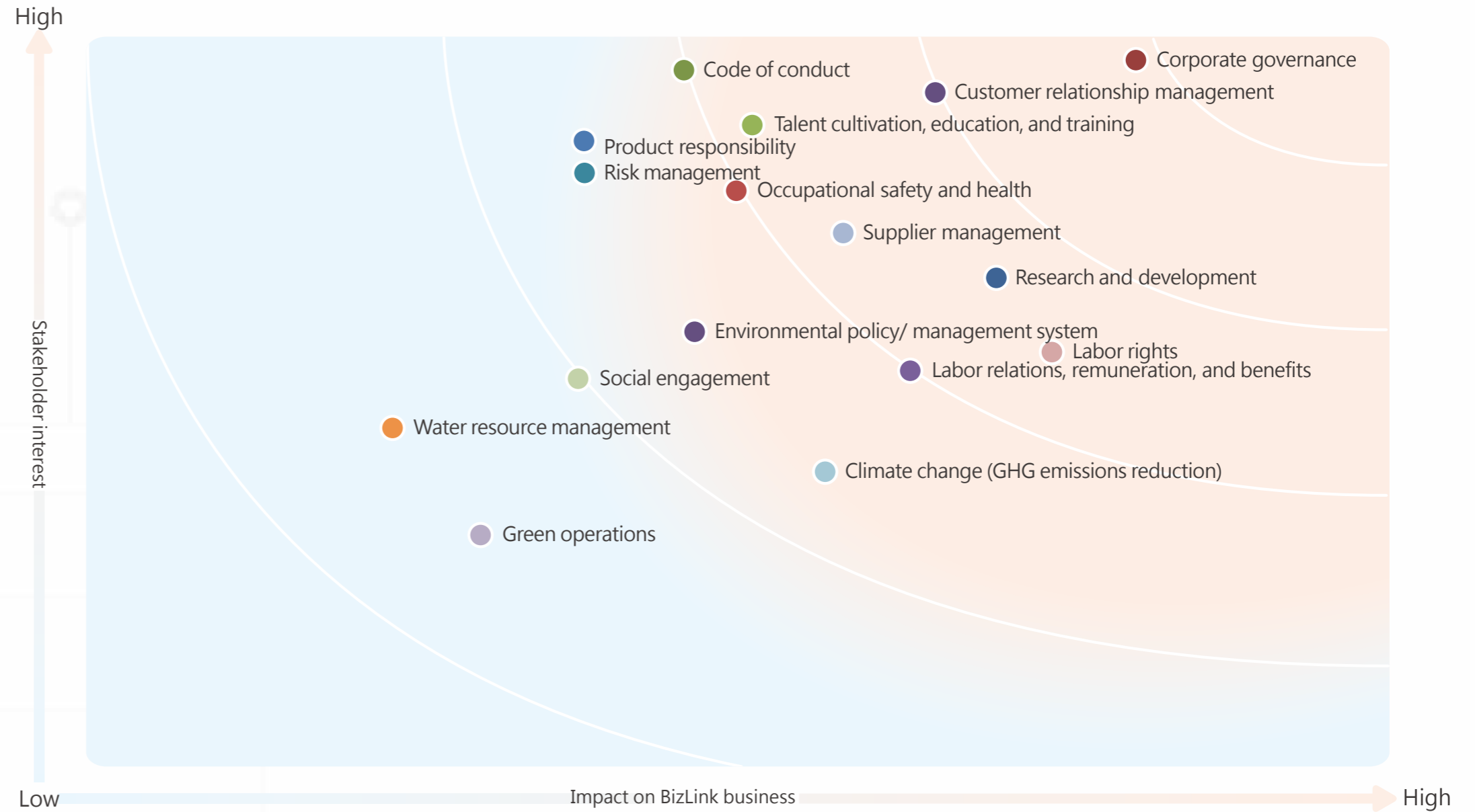
Stakeholder Survey : Diversified Composition



Step 5 : Scope and Boundary of Aspect Identification

For the prioritized materials aspects, the organization should determine whether or not the activity, product or service related impacts occur inside or outside of the organization in order to present a comprehensive value chain.

Analysis of Major Topics



Step 6 : Review and Discussion

The outcome of materiality analysis is discussed by the editorial team of the report to prioritize the 10 top material issues.

Item	Category	Material Issue	Explanation	Report Chapter	Page Number
1	Economic aspect	Corporate Governance Governance, ethics and, integrity, market image	Formation and functioning of the Board of Directors and audit	2.2 Corporate Governance	18
2	Economic aspect	Code of conduct	Formulation of code of ethical behavior and ethics, labor practice, human rights grievance mechanism, anti-corruption, privacy policy and violations	2.2.6 Ethics, Integrity and, Anti-Corruption	20
3	Economic aspect	Customer relationship management Customer health and safety, product and service labeling, marketing, customer privacy, legal compliance	Customer satisfaction, problem resolution procedure, quality management	3.3 Customer Service and Satisfaction	32
4	Economic aspect	Research and development	Innovative contents such as products, manufacturing process and society/environment	3.1 Innovative Product Design	24
5	Social aspect	Labor relations, remuneration, and benefits Labor relations, equal remuneration for women and men	Labor relations, remuneration, and benefits, as well as various employee care related activities	5.4 Protection of Rights 5.5 Employee Relations	53 55
6	Social aspect	Labor rights Non-discrimination, freedom of association and collective bargaining, child labor, forced or compulsory labor, security practices, indigenous rights, evaluation, supplier human rights assessment, human rights grievance mechanisms	Gender equality, non-discrimination, human rights grievance mechanisms	5.2 Employee Profile	48
7	Social aspect	Occupational safety and health Non-discrimination, freedom of association and collective bargaining, child labor, forced or compulsory labor, security practices, indigenous rights, evaluation, supplier human rights assessment, human rights grievance mechanisms	Disabling injury frequency rate (FR), occupational accident statistics, incidence, main operational risks	5.6.2 Occupational Safety and Health	60
8	Social aspect	Talent cultivation, education, and training Investment, training, and education	Expertise cultivation and planning, implementation results etc	5.3 Employee Development, Education and Training	52
9	Environmental aspect	Environmental policy/management system Raw materials, energy, water, legal compliance, overall situation	Contents such as environmental protection policy, qualitative information, audit verification etc	4.1 Environmental Policy and Green Strategy	36
10	Environmental aspect	Climate change GHG emissions reduction	Carbon management and policy, carbon emissions intensity and reduction, carbon reduction measures etc.	4.2 Response to Climate Change and Global Warming 4.3 GHG Reduction	38 41

1.2.2 Stakeholder Engagement Method and Frequency Table

Stakeholder		Material Topics	Engagement Method	Engagement Frequency
Customers	<ul style="list-style-type: none"> • Customers of an existing brand • Potential customers 	<ul style="list-style-type: none"> • Creative products • Product quality/price/delivery date • Green products • Restricted substance management • R&D/Engineering capability 	<ul style="list-style-type: none"> • Innovative product requirement communication • Regular and main customer sales review • Customer satisfaction survey and feedback • Customer audit and customer questionnaire response 	<ul style="list-style-type: none"> • Customers' product development needs • Customers' product development needs • Quarterly or semi-annually • Quarterly or semi-annually
Suppliers	<ul style="list-style-type: none"> • Key component supplier • Raw materials supplier • Outward processing plant 	<ul style="list-style-type: none"> • Comply with various legal requirements • Workplace environment and health • Price competitiveness • Stable supply • Technical capability 	<ul style="list-style-type: none"> • Conference • Email • Supplier management system evaluation 	<ul style="list-style-type: none"> • Irregularly • Irregularly • Annually
Employees	<ul style="list-style-type: none"> • Full-time employee • Contract employee 	<ul style="list-style-type: none"> • Legal compliance • Legitimate management • Human rights • Labor conditions • Learning and growth • Health and safety 	<ul style="list-style-type: none"> • Employee communication meeting: Employees communicate feedbacks to senior management directly via the Company's internal channel. • Welfare Committee's decision and execution of employee events, including planning and budgeting • New employee education and training • E-learning - BizLink academy • One on one performance interview for managers 	<ul style="list-style-type: none"> • Monthly • Semi-annually • New employee orientation and training is conducted on the day the employee joins the Company • Irregularly • Annually
Investors/ Shareholders/ Stock Brokers	<ul style="list-style-type: none"> • General shareholder • Corporate shareholder • Rating institution • Financial insurance institution 	<ul style="list-style-type: none"> • Industry outlook, company competitiveness and future growth potential • Company's profitability and dividend policy • Stock value • Corporate governance/risk management • Information disclosure and transparency • Materialization of corporate social responsibility and reinvestment 	<ul style="list-style-type: none"> • Domestic and foreign investment meeting • AGM 	<ul style="list-style-type: none"> • Regularly or irregularly • Annually





2

Corporate Development

2.1 Company Profile

2.2 Corporate Governance

2.1 Company Profile

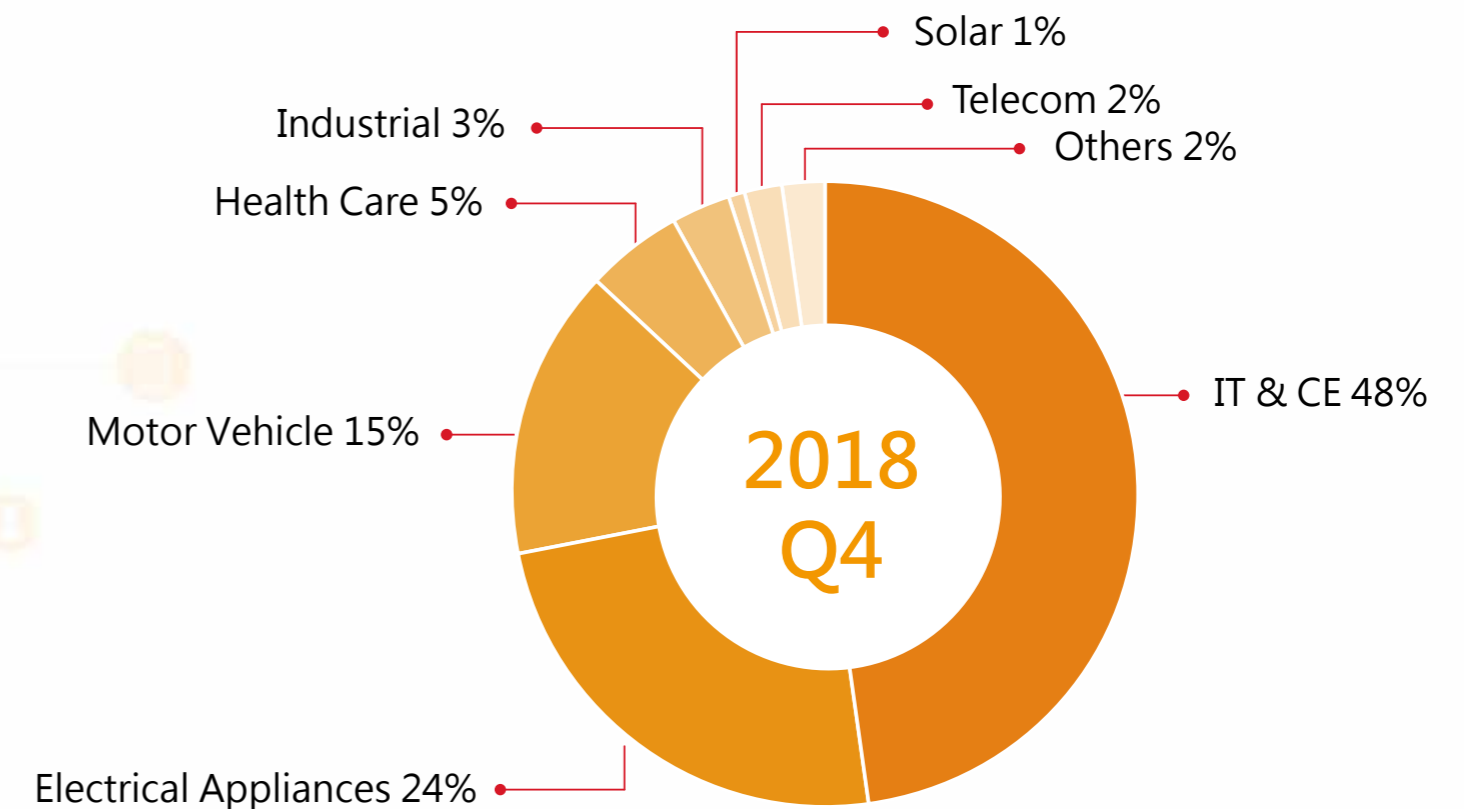
BizLink Holding Inc.	
Headquarters	USA
Global consolidated revenue in 2018	NT\$21.3 billion
Earnings per share for 2018	NT\$11.68
Total number of employees in 2018	Around 9,000 people
Stock code	3665



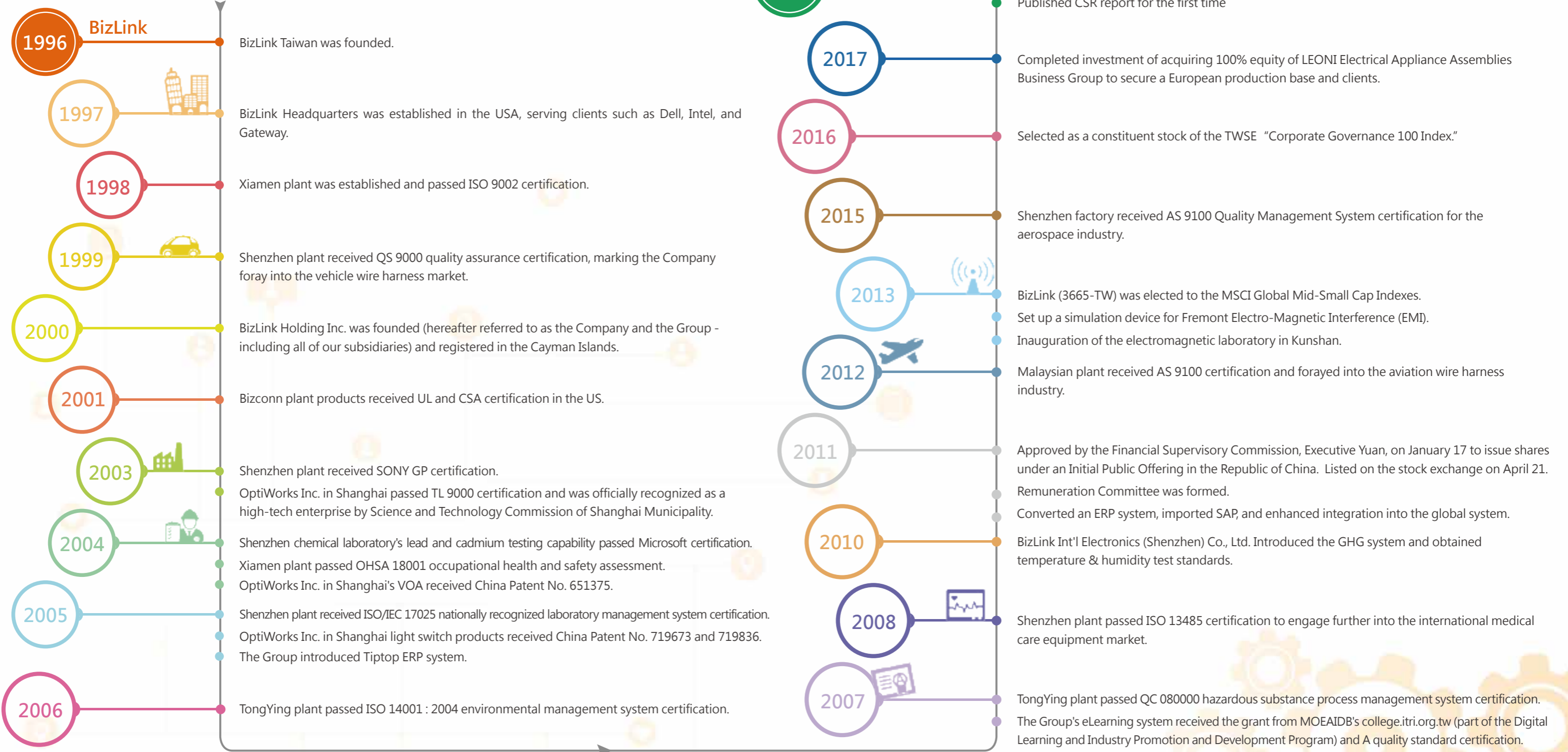
BizLink Holding Inc. was founded on June 1, 2000 in the Cayman Islands, and is headquartered in Silicon Valley, California. BizLink is the leading provider of connectivity solutions worldwide. BizLink owns 15 production sites and operating bases across 12 countries, and all subsidiaries are wholly owned, including BizLink Technology Inc. and OptiWorks Inc. in the USA; BizLink International Corp. in Taiwan; BizLink (Kunshan) Co., Ltd., Teralux Technology Co., Ltd., OptiWorks (Shanghai) Co., Ltd., BizLink Technology (Changzhou) Ltd., BizLink Electronics (Xiamen) Co., Ltd., BizLink Technology (Xiamen) Ltd., Xiang Yao Electronics (Shenzhen) Co., Ltd., and Jo Yeh Co., Ltd. (Foshan) in China; BizLink Technology (Ireland) Ltd., BizLink Technology (Belgium) N.V, EA Cable Assemblies GmbH, BizLink Technology (Slovakia) s.r.o., BizLink Technology SRB d.o.o., BizLink (BVI) Corp. and ADEL Enterprises Corporation in Europe.

BizLink's primary business is providing connection-related applications and solutions, including harnesses and cables for IT, computer peripherals, data center, consumer electronics, appliance, cars, medical equipment, optical communication equipment, solar equipment, industrial equipment, connection modules, connectors, wires and cables for semiconductor equipment, connection module and cabling design, development, production, and sales.

Product Portfolio



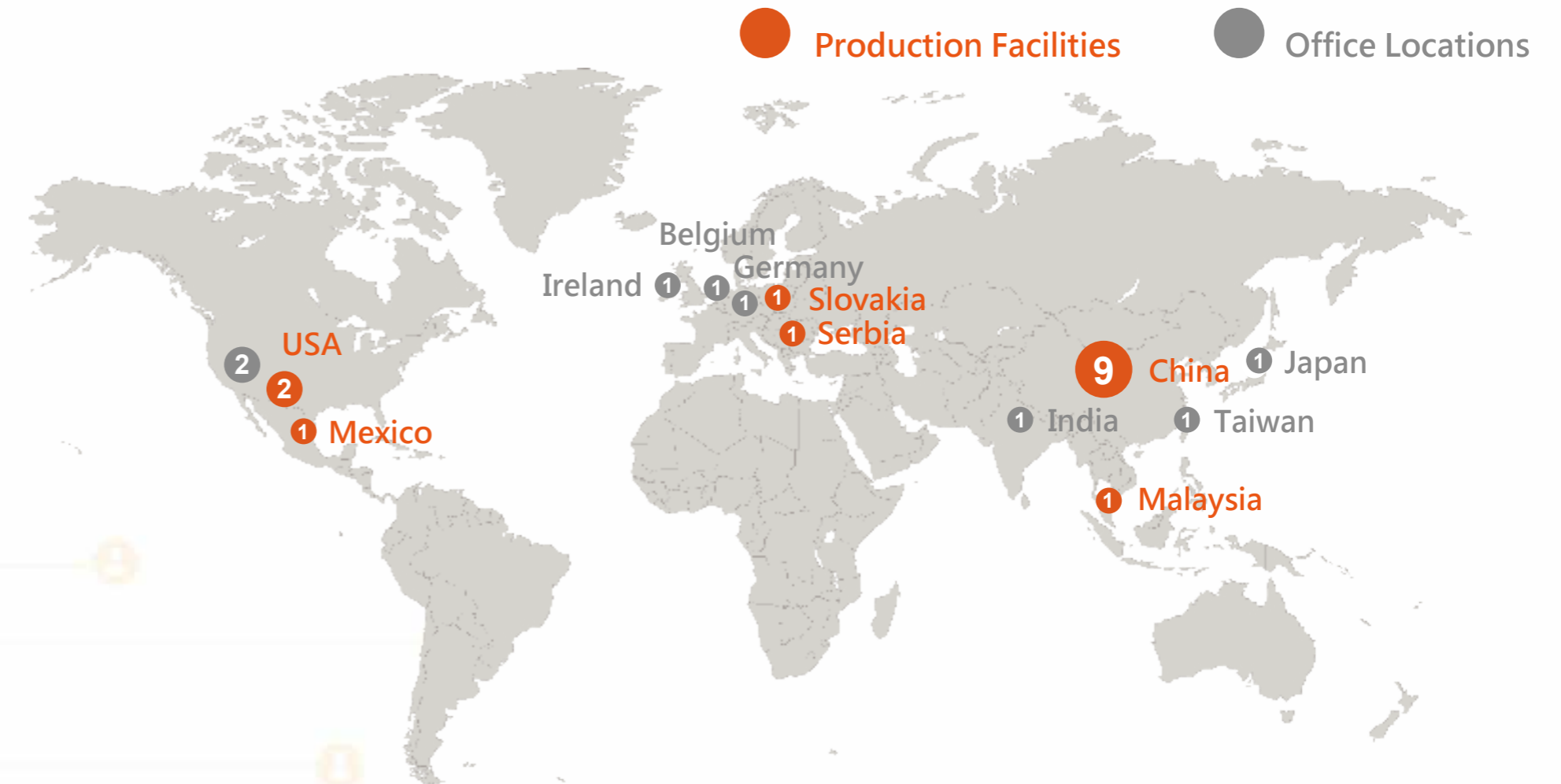
2.1.1 Milestones



2.1.2 BizLink's Main Global Offices

Production Location Conditions

Location	Certification Passed
Shenzhen, China 1	ISO 14001:2015, ISO 13485:2016, IATF 16949:2016, OHSAS 18001:2007, QC 080000
Shenzhen, China 2	ISO 14001:2015, IATF 16949:2016, ISO 13485:2016, OHSAS 18001
Shenzhen, China 3	ISO 9001:2015, ISO 14001:2015, IATF 16949:2016, ISO 13485:2016
Kunshan, China 1	ISO 14001:2015, ISO 13485:2016, IATF 16949:2016, OHSAS 18001:2007, QC 080000, UL & CSA
Kunshan, China 2	ISO 14001:2015, TL 9000:2015, OHSAS 18001:2007
Changzhou, China	ISO 9001:2015, ISO 14001:2015
Xiamen, China 1	ISO 9001:2015, ISO 14001:2015, OHSAS 18001:2007, UL & CSA
Xiamen, China 2	ISO 9001:2015, ISO 14001:2015
Foshan, China	ISO 14001:2015, IATF 14949:2016, UL & CSA
Penang, Malaysia	ISO 9001:2015, ISO 14001:2015, ISO 13485:2003, AS 9100, UL
California, USA	ISO 9001:2015, UL & CSA
Texas, USA	ISO 9001:2015
Juárez, Mexico	IATF 16949:2016, UL & CSA
Slovakia	ISO 9001:2015, ISO 14001:2015
Serbia	ISO 9001:2015



- 15 production bases spanning USA, China, Malaysia, Mexico, Slovakia, and Serbia
- 5 R&D centers : 3 in China, 1 in USA and 1 in Taiwan
- 6 laboratories : OEM certification (1), ISO/IEC17025 (1)

2.1.3 Operating Performance and Outlook

Unit: NT\$1,000

(Except for earnings (loss) per share, which is in NT\$1)

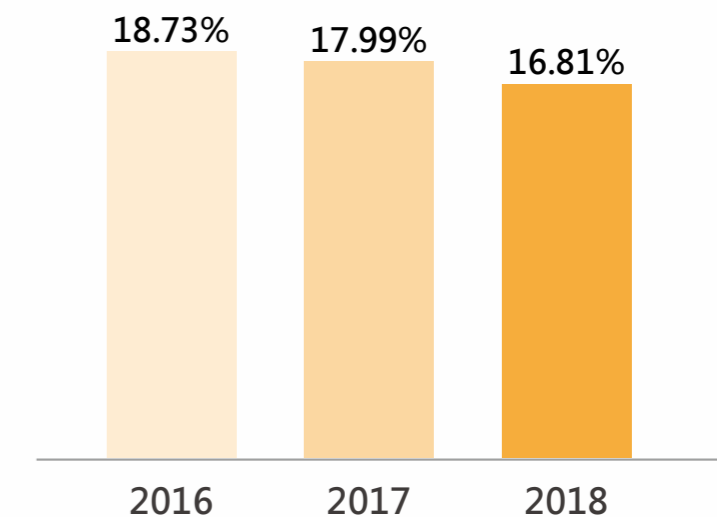
Item	2016	2017	2018
Operating revenue	9,208,059	15,599,207	21,392,398
Gross margin	2,743,577	3,805,405	4,589,867
Operating profit	1,018,079	1,548,218	1,788,828
Profit before income tax	1,162,269	1,505,044	1,857,714
Net income	909,945	1,162,465	1,399,589
Earnings per share	9.23	10.68	11.86

[Note] The financial information contained within this statement is based on the 2018 consolidated financial report audited by accountants. Please refer to the Company's annual report or MOPS.

IT cable revenues have steadily grown over the past several years. In particular, the docking station product series has received wide acclaim, proving BizLink's technological leadership in integrating image IC, hardware, cable, and connector. Today, USB-C has become a mainstream specification for modern notebook computers, tablets, and peripherals as the pursuit of lighter, slimmer products drive the need for external accessories. EV cables have also demonstrated rapid growth thanks to the production bottleneck breakthrough by BizLink's client, and our delivery of EV cables have increased every quarter since then. As the client's production capability increases, we hope to supply even more EV cables to them. In terms of industrial equipment cables, medical, and semiconductor equipment cables, all are still growing, and BizLink remains optimistic about their future performance.

In January 2018, BizLink completed cash capital increase and successfully issued convertible bonds. From the enthusiastic purchasing of the bonds, it is evident that investors and shareholders are full of confidence about the future development potential of BizLink. The connector industry that BizLink is involved in is a diverse application field with enormous market potential. With 21 years of experience in the industry, we have attained a market leadership position in various product fields and established operating locations for our global clientele. BizLink is led by a steady, reliable and skillful management team, demonstrating exceptional performance in fostering the Company's growth and upholding the Company's commitments. Long-term development is the management team's commitment towards the shareholders, and it is also our unwavering belief in the Company. Looking ahead to the new year, BizLink associates will uphold the high morale towards constant refinement in order to achieve more exceptional results in 2018.

Return on Equity (ROE)



2.1.4 Public Organization Membership

BizLink proactively engages in industry association activities, forming a close communication mechanism with industry members via regular or irregular meetings.

Name of Public Organization	Membership
Taiwan Electronic Connection Association	Director
Taiwan Electrical and Electronic Manufacturers' Association	Plan to join in August 2018 as a general member
Taiwan Photovoltaic Industry Association (TPVIA)	General member

2.2 Corporate Governance

BizLink emphasizes transparency and corporate governance, therefore the Company has formed an effective corporate governance framework and execution practice regulation according to the Company Law, Securities and Exchange Act and other laws in order to constantly improve management performance as well as guarantee the rights of the investors and other stakeholders.

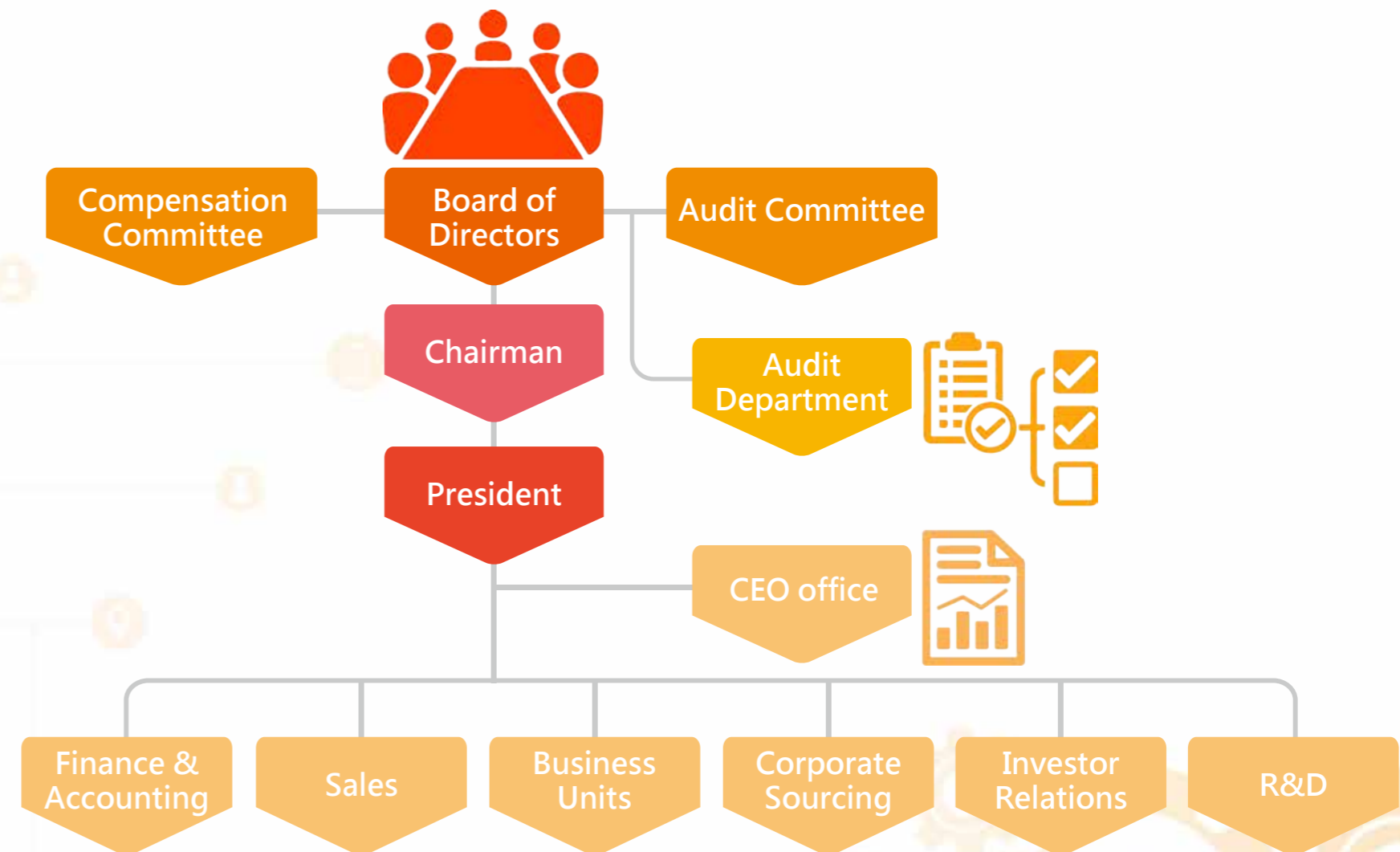
For a long time, BizLink has dedicated itself to creating an effective corporate governance framework, protecting the shareholders' rights, strengthening the competence of the Board of Directors, respecting the stakeholders' rights and increasing information transparency. The aim is to progressively implement various systems and regulations in order to improve the quality and outcome of corporate governance on an ongoing basis, thereby materializing the spirit of corporate governance, maximizing the shareholders' rights and ensuring corporate sustainability.

We believe that a good Board of Director governance system is the cornerstone of outstanding corporate governance, in order to reinforce an effective and sound governance system, BizLink has appointed independent directors within the Board of Directors since we went public in 2011, consisting of the most experienced and reputable talents in the industry. They serve to ensure the Company's legal and ethical compliance during the pursuit of growth. Thereafter, the AGM passed a resolution to create the Audit Committee under the Board of Directors consisting of independent directors. The functioning of the Board of Directors and Audit Committee is regulated by the "Rules of Procedure for Board Meetings" and "Audit Committee Charter." In 2011, considering the remuneration system of the directors and managers as an integral part of corporate governance and risk management, the Company's Board of Directors passed a resolution to form the Remuneration Committee. "Remuneration Committee Charter" was also stipulated, taking a major step towards realizing the spirit of corporate governance. Selected as a constituent stock of the TWSE "Corporate Governance 100 Index" in 2016.

2.2.1 Board of Directors

According to the Articles of Incorporation, the Company has appointed no less than 5 and no more than 21 directors (including independent directors) for a term of 3 years. The directors are elected by shareholders and directors may be reelected to serve another term.

Structure of the Board of Directors



The Company's Board of Directors consists of 7 members, all are seasoned and reputable talents in the industry. In particular, there are 3 independent directors, whose independence complies with the relevant regulations of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". The Directors consist of a Chairman, 3 general directors and 3 independent directors who come from diverse professional backgrounds or fields of work. They can effectively undertake the responsibilities of creating a good Board of Directors governance system to supervise, appoint and guide the Company's management level to reinforce its management function. Moreover, they are also in charge of the Company's economic aspect, social aspect and environmental aspect, committed to maximizing the rights of our stakeholders. On November 14, 2017, Director Huang-chang Chen resigned due to personal reasons, and the Company has already reelected the Board of Directors at the 2018 AGM, maintaining 7 directors. On October 12, 2018, independent director Chun-yen Chang unfortunately passed away and was released from his duties; the independent director vacancy will be filled during the next director election.

BizLink Board of Directors		Gender
Chairman	Hwa-Tse Liang	Male
Director	Chien-Hua Teng	Male
Director	Inru Kuo	Female
Director	Jui-Hsiung Yen Yifen Investment Co., Ltd. Legal Representative	Male
Independent Director	Jr-Wen Huang	Male
Independent Director	Ming-Chun Chen	Male
Independent Director	Chun-Yen Chang Released from duties on October 12, 2018	Male



The background information, education, positions in other companies, as well as the operating condition of the Board of Directors and various functional committees are disclosed in the Company's annual report, which can be obtained from MOPS website and the Company's official website (<https://www.bizlinktech.com>).

In light of increasing emphasis on issues such as corporate governance and corporate sustainability and the international trend, the Company encourages our Directors to engage in further studies in related fields and report their progress to the Company. The Directors' progress in training and records of further studies are disclosed on Market Observation Post System (<http://mops.twse.com.tw/>).

2.2.2 Audit Committee

The purpose of the Company's Audit Committee is to supervise and establish a risk control system, the scope includes : Fair presentation of the financial reports of the Company; the hiring (and dismissal), independence, and performance of certified public accountants of the Company; the effective implementation of the internal control system of the Company; compliance with relevant laws and regulations by the Company; management of the existing or potential risks of the Company. Additionally, the chief auditor, accounting supervisor, and certified accountants should present reports related to internal audits, financial conditions and updated information regarding relevant laws to the Audit Committee every quarter. The Audit Committee may, upon passing a resolution, appoint attorneys, accountants or other experts to conduct audits or provide consultation within their professional capacities. They can also contact the Company's internal auditors, certified accountants and management directly. The Audit Committee convenes at least once every quarter. In 2017, the Company convened 7 meetings. Please refer to the annual report and MOPS for attendance.

2.2.3 Remuneration Committee

The Company's Remuneration Committee's responsibility is to stipulate and regularly review the remuneration policy of the Directors and managers. The purpose is to align the Company's performance with objectives in order to attract and retain high-quality talents and improve competitiveness. Remuneration of the Company's Directors are done in accordance with the Articles of Incorporation, amendments should be approved by the shareholders' meeting. It is used as a way to measure the performance of the Company's highest governing body. The remuneration is determined by the individual Director's authority, attendance, and other performance evaluations. Senior manager remuneration includes base salary, annual bonus, and benefits, as well as bonuses and dividends (cash/shares) and employee stock options, mainly variable items. Fixed items aim to maintain the Company's competitiveness in the industry, while variable items take into consideration performance of the Company and individuals; in other words, the better the Company's and individuals' performance is, the higher the ratio is between fixed and variable items. Performance evaluation standards are based on combined goals such as the annual financial performance (revenue, profit etc.), market/client, organization and employee growth/development. The evaluation items, objectives and weighting are stipulated at the beginning of each year according to development conditions in the internal/external environments. Remuneration

of managers is reviewed, assessed by the Remuneration Committee, which will make appropriate recommendations to the Board of Directors for approval and implementation.

The Company's Remuneration Committee convenes a least twice a year and consists of 3 committee members. The Remuneration Committee has elected Independent Director Ming-tsun Chen as the convener and chairperson. The committee should invite the Chairman to attend meetings, but he should recuse himself from participating in agenda items that involve personal interests. The Directors, managers from the Company's relevant departments, internal auditors, accountants as well as legal advisors or other personnel should also attend the meetings to provide necessary information. The Company has convened a total of 2 meetings in 2017. Please refer to the annual report and MOPS for attendance.

2.2.4 Corporate Governance and Sustainability Development Committee

BizLink's Board of Directors passed the resolution to establish the Corporate Governance and Sustainability Development Committee in 2018 to create a sound committee governance system, reinforce management's functions as well as implement corporate social responsibility practices, with BizLink CEO Felix Teng as the convener, Independent Directors Ming-Chun Chen and Chih-Wen Huang as the committee members, and the Investor Relations and Public Relations Department as the executive organizer. In order to strengthen the functioning of this committee, and to demonstrate our sincere initiative in environmental, social, and corporate governance dimensions, this committee consists of 4 major functional sections: Corporate Governance Section, Economy Section, Social Section, and Environmental Section. These sections convene regularly to discuss the latest corporate sustainability-related issues and review the implementation of various action plans. The Committee has convened one meeting in 2018 with the agenda of reporting the current status of corporate sustainability development. Regular meetings will be convened annually to monitor the progress of the implementation of sustainable practices.

2.2.5 Principles for Avoiding and Managing Conflict of Interests

The Company has the conflict of interest avoidance regulations within the Rules of Procedure for Board of Directors Meetings and the Audit Committee Charter. If a Director or the judicial person the Director represents has a personal interest in the matter under discussion at the meeting, which may impair the interest of the Company, the Director shall not join the discussion and voting on such matter. The Director shall recuse himself/herself when the matter is being discussed and resolved, nor shall the Director exercise voting rights on behalf of another Director. Full names of relevant Directors, important contents and recusal conditions are stated in the meeting minutes.

The Company has stipulated Ethical Corporate Management Best Practice Principles, Procedures for

Ethical Management and Guidelines for Conduct, Procedures of Handling Significant Information and Insider Trading Policy as the basis for avoiding and managing conflicts of interests.

Relevant regulations and information are disclosed in the Stakeholder Section of the Company's website, which also act as a communication channel with our stakeholders. The Company has also appointed a spokesperson and created an email, where specialized personnel is in charge of handling various stakeholder related queries and suggestions.

2.2.6 Company's Legal Compliance

The Company has complied with various Public Company related laws to stipulate internal operating regulations, and adjustments are made in accordance with any amendments made to the laws by the authorities immediately. The spirit is also upheld in all of the Group's subsidiaries, and they are required to abide by such regulations. In addition, in order to materialize the Company's core values, uphold a high level of occupational ethics, as well as allow our employees to abide by the Company's rigorous ethical standards during day to day operations, thereby maintaining the Company's reputation and earning the respect and trust of our customers, suppliers and others, the Company has stipulated the Code of Conduct for the employees and managers in all levels.

The Company currently operates 15 production bases and 8 operating locations in Asia, Europe, and North America. Our management team will constantly observe any domestic or foreign policies and laws that may have potential impacts on the Company's finances and sales; related risk management protocols have been established, and our employees' legal abilities will be improved through continuous education and training. In 2018, the Company did not receive any major monetary fines or other non-monetary penalties.

2.2.7 Anti-Corruption and Principle of Integrity

"Integrity" has always been the Company's core values and the cornerstone of management, because it provides employees with an ethical work environment and ambiance. The Company demands all our employees understand and abide by the Code of Conduct. We respect and abide by the confidentiality agreement with our clients and do not accept gifts or unreasonable services. Furthermore, we expect our stakeholders, including customers, suppliers, business partners, and other parties to understand and support our Code of Conduct. In an effort to improve corporate governance, the Company stipulated the Corporate Governance Practice Principles and Corporate Governance Best-Practice Principle in 2014 as well as Procedures for Ethical Management and Guidelines for Conduct in 2018, so as to create a systematic grievance channel for the Company's employees and external partners.

With regards to the functioning of the Board of Directors, if a Director or the judicial person the Director represents has a personal interest in the matter under discussion at the meeting, which may impair the interest of the Company, the Director may make statements or answer inquiries but may not join the discussion and voting of such matter. The Director shall recuse himself/herself when the matter is being discussed and resolved; nor shall the Director exercise voting rights on behalf of another Director.

In order to make sure our employees fully understand related regulations, all new employees must receive ethics and integrity-related training and education after reporting for duty. For unethical and inappropriate conducts, all employees have the duty to report them to the Company through the proper channels. The Company must also guarantee the employee's protection from unfair retaliation or treatment during the process of grievance reporting or investigation. In order to ensure sound anti-corruption management, evaluation and self-review on the design and execution effectiveness of internal control measures such as the accounting system are conducted every year, and reviews are conducted through audits. Capital, procurement and supply chain management as well as administrative units are considered units with potential risks, so they need to receive internal audits or job rotations on a regular basis. Matters concerning management integrity and the implementation condition of anti-corruption measures are reported to the Board of Directors regularly.

Externally, it is imperative to assess their legality, integrity related policies and records of any unethical conduct prior to engaging in business activities with distributors, suppliers, customers or other parties. During the process of business transaction, it is important to explain the Company's management integrity policies or related regulations to the other parties and unequivocally refuse to provide, promise, demand or accept any form of improper profit either directly or indirectly. Once unethical conduct is discovered, the Company will immediately terminate any ties with the party and it will be blacklisted. At the same time, we have also incorporated anti-corruption compliance into our business contracts, including clear and reasonable payment terms, handling of unethical conducts, prohibition of commissions, kickbacks or other profits.

In addition BizLink has communicated our anti-corruption policy to our suppliers through the Supply Chain Management system (SCM), and the content of ethical management is also included in the supplier contract. The implementation condition among suppliers is reviewed once a year.

With the above mentioned promotion measures and management mechanisms in place, there was no corruption or unethical conducts in 2018.

2.2.8 Public Policy

The Company is on the constant lookout for developments in domestic and international corporate public policies, so as to review and improve the Company's corporate governance system and enhance its performance. Moreover, The Company maintains a neutral political stance, as well as an objective, low key attitude towards public policies, therefore we do not participate in any political activities, nor are we part of any political party. We also do not engage in lobbies or political donations. Our employees are free to express their political inclinations, and we also encourage them to fulfill their civic duties by voting to support their public office candidates.

2.2.9 Protection of Client Privacy

Protecting our clients' privacy - "Protecting the confidentiality of our clients and upholding the principle of integrity" is BizLink's commitment to our customers' privacy. We have stipulated the "Ethical Corporate Management Best Practice Principles" and "Code of Conduct" to establish and cultivate our employees' values and culture in integrity. Stipulate policies and rigorous internal control mechanisms for information and data provided by our clients. Besides software/hardware containing technical data, as well as sensitive information about our clients' intellectual properties, we have also signed confidentiality agreements with our clients and suppliers in order to protect the safety of our clients' confidential information. Meanwhile, "Protection of Customer Privacy" is also included in new employee orientation, where training and management are conducted to ensure that each employee can protect the confidentiality of our customers. With specific mechanisms in place, there were no violation of customer privacies in 2018, therefore no customer's rights were violated.

2.2.10 Risk Management

Faced with internationalization and the increasingly complex impact and challenges associated with fluctuations in the global economic environment, BizLink has identified risks that may potentially affect the Company's sustainable development during the day to day operations and formulated relevant management strategies and contingency measures in order to minimize the risk of interrupted operation. Continue to generate economic, environmental and social sustainability values for our clients, shareholders, employees, communities and other stakeholders. During the process of materializing this goal, BizLink has identified, determined business management related risks using our comprehensive risk management organizational structure, thereby shifting, mitigating or avoiding risks and converting them into business opportunities.

2.2.10.1 Risk Management Organizational Structure

Based on BizLink's existing management organizational structure and internal control loops, the Company has actively faced and controlled operational risks. Furthermore, the CEO regularly reviews the management performance in order to determine the Company's management policy.

2.2.10.2 Risk Management

BizLink convenes strategic development meetings to discuss the Company's long-term operating strategy in the future. In order to protect our shareholders' rights, BizLink has upheld the philosophy of steady, pragmatic management to maintain our core business's performance, therefore we have not involved in any high risk or high leverage financial transactions. The Company has established "Procedures on Lending to Others" and "Procedures on Making Endorsement and Guarantee" to ensure compliance. BizLink actively assesses the risks and benefits of introducing new technologies on an ongoing basis, and we endeavor to strengthen the competitiveness of our core business by optimizing productivity using existing equipment. The aim is to accelerate new business development and transform into an all-around solutions provider providing more convenient, comfortable and high value-added services in order to improve our gross profit margin.

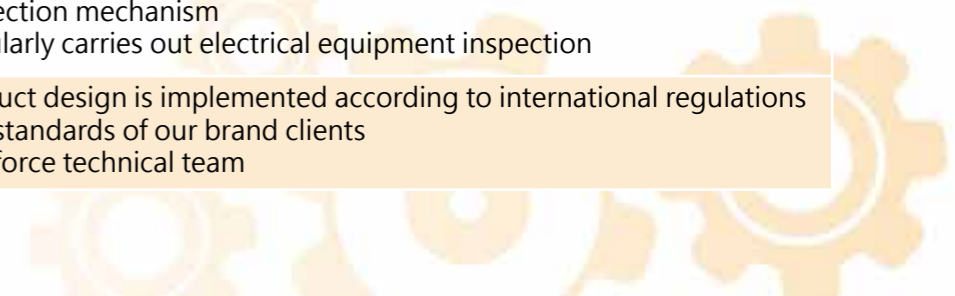
2.2.10.3 Financial Risk Management

Exchange rate, interest rate, and product price fluctuations will present more challenges for the Company because any slight miscalculation will not only erode away profitability but also affect the shareholders' rights. In light of this, the Company has implemented "Procedures on Disposal of Derivative Products", clearly stating the hedging instrument used and its assessment and evaluation. Various financial tools, including spots/forwards, swaps and options are used to minimize risks. The main currencies used by BizLink are USD and CNY. In particular, quotations for export products and raw materials purchased overseas are in USD, therefore most currencies can be written-off through a regular transaction in order to achieve the effect of auto hedging. In the future, we will fortify the auto hedging effect by offsetting foreign currency claims and obligations. Derivative instruments are used to conduct hedging under appropriate risk regulations.



2.2.9.4 Risk Identification and Control Measures in 2018

Considerations	Risk Identification	Control Measures
Economic Aspect	Finance Management Legal affairs / Audit Public relations / investor relations	<ul style="list-style-type: none"> Please refer to "Risk Assessment in Recent Years and as of the Date of Printing of This Annual Report" in Chapter 7 "Financial Status, Performance Review, and Risk Analysis" of the annual report.
	Supply chain management	<ul style="list-style-type: none"> Ensure that the products and supply chain do not contain conflict minerals New supplier selection guideline Categorized management according to the characteristics and risks of suppliers
	Ethics, integrity, and anti-corruption	<ul style="list-style-type: none"> Stipulate "Employee Code of Ethics", "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" Continue to engage in employee ethics regulation and anti-corruption promotion, education and training Grievance channel bypassing the Company's management
Environmental Aspect	Climate change risks	<ul style="list-style-type: none"> Develop green production technology Establish green factory management system Implement energy-saving, carbon-reducing projects Energy audit and management at the source
	Increasingly stringent environmental laws	<ul style="list-style-type: none"> Comply with relevant laws and stipulate various management guidelines Occupational Safety and Health Committee regularly examines compliance with environmental laws
Social Aspect	Human capital risk management	<ul style="list-style-type: none"> Regularly conducts human resource audit and inspection Devise and execute employ education, training and development plan Design competitive remuneration and employee welfare measures Comprehensive training and local talent development and training program
	Safety and health risks	<ul style="list-style-type: none"> Regularly examines compliance with occupational safety laws Employee occupational safety and health education and training Hazard and risk protection measures and operational control Workplace safety and order of production Implement fire prevention measures, reinforce fire prevention awareness and firefighting training among employees Implement management at the source of fire and autonomous safety inspection mechanism Regularly carries out electrical equipment inspection
	Product quality and safety management	<ul style="list-style-type: none"> Product design is implemented according to international regulations and standards of our brand clients Reinforce technical team





3

Green Products and Value Chain

- 3.1 Green Product Design
- 3.2 Supply Chain Management
- 3.3 Customer Service and Satisfaction

3.1 Green Product Design

BizLink business groups uphold guidelines in resource conservation, increasing energy efficiency, energy conservation, and carbon reduction, minimizing toxic environmental hazards, easy assembly and disassembly and easy recycling of materials and resources. The green design thinking is applied to various stages of the product life cycle in order to demonstrate the benefits of a circular economy.

Green Product Design Accomplishments in 2018

Product Category	Green Design Key Aspects	Description of Environmental and Economic Benefits
Computer I/O interface expansion box	<ul style="list-style-type: none"> Reduce the use of toxic substances Re-usable and easily recyclable Reduce the use of screws and substitute them with hooks 	<ul style="list-style-type: none"> All materials comply with EU RoHS and REACH regulations Use of halogen-free, re-cyclable or reusable materials. Plastic components weighing less than 25g are labeled according to ISO 11469 requirements for the ease of identification by recyclers.
QSFP (200Gbps/400Gbps)	<ul style="list-style-type: none"> Reduce the use of toxic substances Re-usable and easily recyclable 	<ul style="list-style-type: none"> All materials comply with EU RoHS and REACH regulations Use of halogen-free, recyclable or reusable materials. Plastic components weighing less than 25g are labeled according to ISO 11469 requirements for the ease of identification by recyclers.
Computer USB-C I/O interface expansion box	<ul style="list-style-type: none"> Resource conservation Easily recyclable Energy saving Carbon reduction 	<ul style="list-style-type: none"> Use of large fins on the uni-body aluminum heat sink ensures even temperature distribution inside the product. Accumulated heat inside the product is transferred to the case via contact and radiation and extracted to the exterior. Replaces mini forced convection fans to save energy consumption and achieve the goal of green energy and environmental protection.
Computer TB3 I/O interface expansion box	<ul style="list-style-type: none"> Resource conservation Easily recyclable Energy saving Carbon reduction 	<ul style="list-style-type: none"> Aluminum exterior design optimizes heat dissipation, reducing energy waste of traditional fans while enhancing the product's overall quality and functionality All materials comply with EU RoHS and REACH regulations Use of halogen-free, recyclable or reusable materials. Plastic components weighing less than 25g are labeled according to ISO 11469 requirements for the ease of identification by recyclers.
Computer USB-C I/O interface expansion box	<ul style="list-style-type: none"> Reduce the use of toxic substances Re-usable and easily re-cyclable Reduce the use of screws by applying Ultrasonic welding design 	<ul style="list-style-type: none"> Compact, portable design, tight fit between the case and electronic components. No unnecessary design elements or exterior decoration. All materials comply with EU RoHS and REACH regulations Use of halogen-free, recyclable or reusable materials. Plastic components weighing less than 25g are labeled according to ISO 11469 requirements for the ease of identification by recyclers.
Thunderbolt	<ul style="list-style-type: none"> Reduce the use of toxic substances Carbon reduction Re-usable Uses re-cyclable or biodegradable materials 	<ul style="list-style-type: none"> Use of halogen-free, recyclable or reusable materials. All materials comply with EU RoHS regulations Integrated power and system design that complies with ErP Directive in Europe

Product Category	Green Design Key Aspects	Description of Environmental and Economic Benefits
USB-C dongles	<ul style="list-style-type: none"> • Reduce the use of toxic substances • Carbon reduction • Re-usable • Uses re-cyclable or biodegradable materials • Resource conservation • Materials recycling 	<ul style="list-style-type: none"> • Compact, portable design, tight fit between the case and electronic components. No additional space to clad the exterior, no unnecessary exterior decoration. • All materials comply with EU RoHS 2.0, REACH and halogen-free testing reports. • All eco-friendly materials can be recycled and reused
USB-C dockings	<ul style="list-style-type: none"> • Carbon reduction • Resource conservation • Reduce the use of toxic substances • Materials recycling • Easy disassembly design 	<ul style="list-style-type: none"> • Integrated power and system design that complies with ErP Directive in Europe • Tight fit between the case and electronic components. No additional space to clad the exterior. • All materials comply with EU RoHS 2.0, REACH and halogen-free testing reports. • All eco-friendly materials can be recycled and reused • Product is easy to disassemble and recycle
Power modules	<ul style="list-style-type: none"> • Energy saving • Carbon reduction • Reduce the use of toxic substances 	<ul style="list-style-type: none"> • Use of halogen-free, recyclable or reusable materials. • Switching power is equipped with COT (customer-owned tooling) IC, increasing performance by 5-10%
Motor vehicle	<ul style="list-style-type: none"> • Reduce the use of toxic substances • Materials recycling 	<ul style="list-style-type: none"> • All materials comply with EU RoHS 2.0, REACH and halogen-free testing reports. • All eco-friendly materials can be recycled and reused
Product design simulation	<ul style="list-style-type: none"> • Carbon reduction • Energy saving • Resource conservation 	<ul style="list-style-type: none"> • Simulated integrated design to improve design efficiency • Minimization of case and electronic components, no additional materials. • All materials comply with EU RoHS 2.0, REACH and halogen-free testing reports. • All eco-friendly materials can be recycled and reused • The product is easy to disassemble and recycle
Application of 3D printing technology	<ul style="list-style-type: none"> • Reduce the use of toxic substances • Carbon reduction • Resource conservation 	<ul style="list-style-type: none"> • Improve design reliability • Decreased testing time equates to the decreased amount of additional materials used • The product is easy to disassemble and recycle

3.2 Supply Chain Sustainability Management

Supply Chain Sustainability Management

The Company's procurement not only takes into consideration influence on production, service, and operation but also corporate social responsibilities and reputation-related risks. Consequently, in terms of supply chain management, in addition to maintaining quality based on our duties in legal compliance, we have also adopted numerous measures to help our suppliers to improve their management standard in regards to supply chain labor rights, environmental protection, as well as safety and health risk management. The aim is to reduce risk and cost for us and our suppliers, thereby forging a sustainable, growing partnership and continue to provide responsible, high-quality services to our customers.

Supply Chain Management Commitment

- Create a sustainable supply chain.
- Ensure that the products and supply chain do not contain conflict minerals.
- Lead our suppliers to fulfill their social responsibilities, protect the environment and respect the workers' human rights, safety and health.
- Encourage our supplier to develop innovative business models that will mitigate environmental impact.
- Manage supplier quality, cost, delivery, service team and sustainability in order to enhance competitiveness.

Supply Chain Management Aspect



- Supplier Management Letter of Undertaking
- Green product restricted substance regulation
- Green procurement and product promotion
- Conflict mineral procurement policy

- Localized supply chain procurement
- Key supplier management
- High-risk supplier identification
- Non-first-tier supplier management

- New supplier selection
- Supplier rating
- Supplier education and training
- Supplier social responsibility auditing and counseling



3.2.1 Supplier Sustainability Regulation

Supplier "Social Responsibility Certificate"

We have taken the Responsible Business Alliance (RBA, formerly EICC)'s Code of Conduct, ILO's "Declaration of Fundamental Principles and Rights at Work" and "Universal Declaration of Human Rights" into consideration to stipulate our own "Social Responsibility Certificate" in order to guarantee a safe working environment throughout the supply chain, protect our employees' rights as well as implement and comply with globally recognized ethical standards. The Certificate requests that all suppliers' business conduct must comply with regulations pertaining to health and safety, environment, business ethics, and management systems as well as to the RBA Code of Conduct and the laws and regulations of the country/region in which they operate.

Supplier Selection and Green Procurement

Apart from the traditional assessment of suppliers in aspects such as quality, cost, delivery date, service quality and technical skills, we have also implemented green supplier-based procurement management, where the following principles are used to evaluate the suppliers :

Types of Supply Chain and Localized Procurement

BizLink's product and service portfolios are diverse and versatile, therefore the amount of procurement each year generated and the scale of the supply chain is enormous. In Asia, we have approximately 300 qualified tier-1 suppliers who come from diverse backgrounds. By categorizing our suppliers based on production material relevance, they can be divided into direct materials suppliers (directly related to production) and indirect material and service providers (indirectly related to production.) Over the years, our procurement consists of mainly direct material purchases. In particular, direct procurement accounted for 70% of direct procurement in 2017. Direct material suppliers are classified into 3 types : manufacturers, distributors, and outward processing plants. In 2017, most of BizLink's procurements were from our direct material, component and raw material manufacturers, accounting for 60% of the total amount and 60% of the total supplier number. This is followed by distributors of key components from other major international manufacturers, accounting for 30% of the total procurement amount. Direct material and general operational procurements (including transportation, labor service etc.) account for about 10%.

In terms of localized supplier ration, most of BizLink's production bases are located in China. If examined based on production base, local suppliers in China and Taiwan account for 80% and 5%, respectively.

Supplier Selection and Green Procurement

Materials suppliers must comply with local laws and regulations and define their risk management control mechanism.

Suppliers should establish an environmental, employee health and safety and non-hazardous substance management system.

Regularly update self-declaration or proof documents in accordance with the Components Restricted Substance Management Plan.

Comply with "Concentration Limit of Hazardous Chemical Substances in Restricted Materials" standards.



Environmental Standards

BizLink monitors the global environmental trend closely and perceives environmental protection as our responsibility, therefore besides 100% compliance with local environmental laws in all of our operating locations, we also pay attention to global development trends in environmental issues and take the initiative to adopt various eco-friendly actions. We pro-actively collaborate with prominent firms around the world to develop environmental technologies, and we have complied with relevant regulations and client demands to stipulate BizLink's environmental technology standards and establish a hazardous substance management system in order to improve the Company's environmental performance.

In an effort to achieve the goal of selecting eco-friendly materials and meet the regulations and requirements of international laws and clients, BizLink has rigorously demanded our suppliers and the Company's organizations to comply with BizLink's environmental technology standards. In particular, environmental substances are divided into restricted substances and potentially restricted substances in the future. Currently, there are 294 controlled substances, including 83 prohibited substances and 211 substances that are potentially hazardous and may be restricted in the future (including REACH monitored substances). We expect to provide products with low toxicity and pollution to our clients through green supply chain management, thereby decreasing harm to the environment or people.

BizLink's Environmental Policy

Eliminate and prevent environmental pollution

- Comply with the environmental law and necessary requirements.
- Dedicated to promoting environmental concepts and becoming a green ambassador to the environment.

Let us contribute towards environmental protection.



Conflict Mineral Statement

Democratic Republic of the Congo (DRC) has abundant mineral resources, including gold (Au), tantalum (Ta), tin (Sn) and tungsten (W). Collectively, they are referred to as 3TG. These are essential metals used for manufacturing electronic equipment. However, many of these minerals are extracted in conflict zones and sold to perpetuate the fighting. When illegal minerals are traded for profit, massacres and violation of human rights grow rampant in these regions.



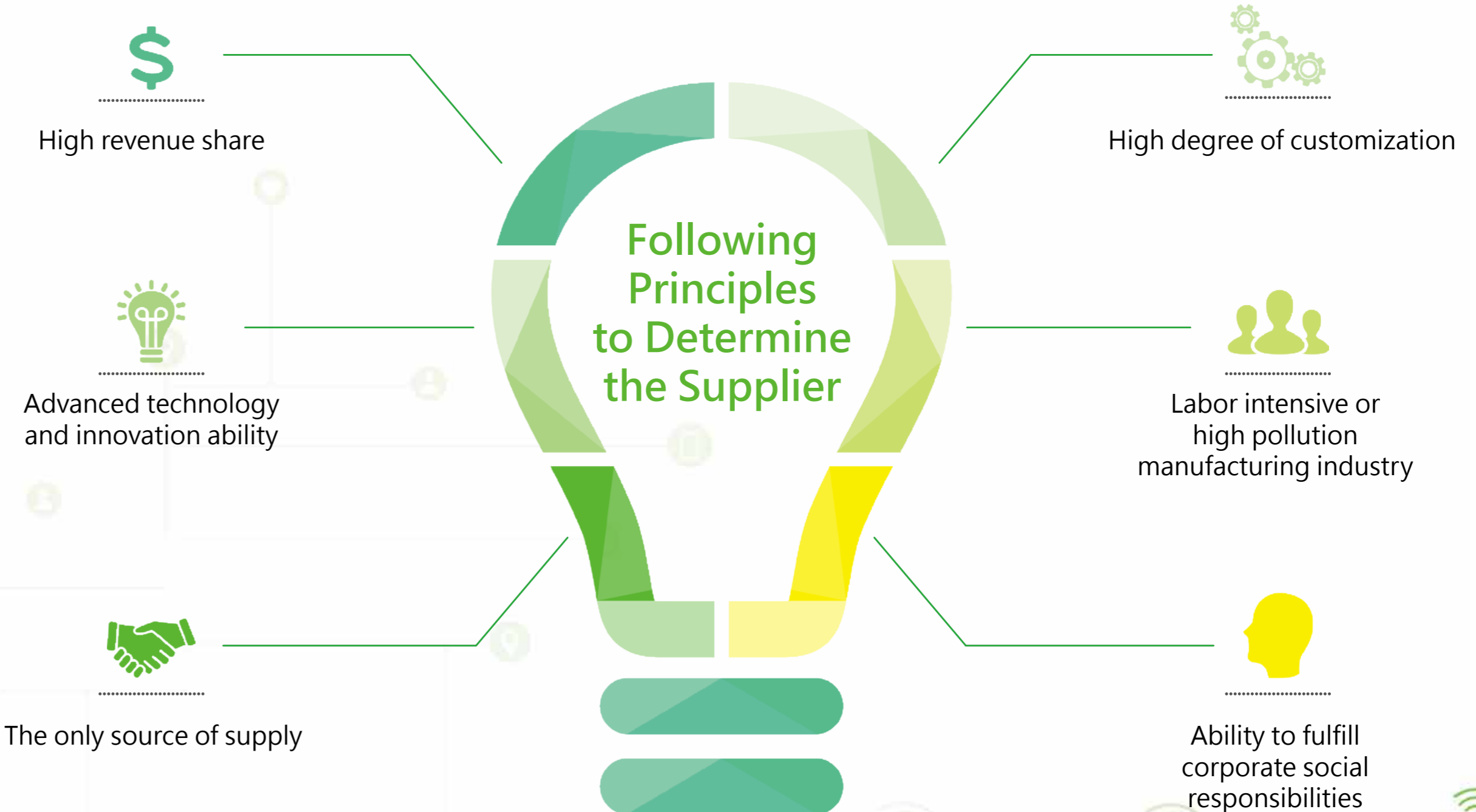
BizLink is actively responding to the global effort in curbing the trading of conflict minerals by support the US's "Dodd-Frank Wall Street Reform and Consumer Protection Act" . We promise not to use conflict minerals, not to accept raw minerals from Central Africa, DRC and, nearby conflict countries. Furthermore, BizLink encourages responsible procurement in conjunction with our suppliers, and we are also supportive of the development of conflict mineral related legislation in Europe. In order to make sure that metals including gold (Au), tantalum (Ta), tin (Sn) and tungsten (W) are not sourced from DRC's conflict areas, BizLink has requested ourselves and our suppliers to avoid using conflict minerals.



3.2.2 Key Supplier Management

In order to implement effective supplier management, besides supplier screening guidelines, BizLink also conducts audits of qualified suppliers, or convene meetings to review various implementation performances. BizLink has identified Asia's (main manufacturing location) main supplier management list that is used as the basis for priority management. In 2018, the number of key suppliers account accounted for 13.5% (Xiang Yao plant in Shenzhen)+4% (Kunshan plant)+60% (Bizconn plant in Shenzhen). In total, these key suppliers contribute 70% of the total procurement amount in Asia. In particular, local key suppliers (China) account for over 90% of the total number of suppliers (internal statistics that will not appear in the report : Xiang Yao plant in Shenzhen (100%)+Kunshan plant (100%)+Bizconn (95%), Taiwan (2%), overseas (3%)).

We have identified our suppliers using the following principles :



High-Risk Supplier Identification

BizLink evaluates the suppliers' potential environmental or social risks based on the geographic location, production process, and audit results. The factors considered during risk assessment include :



Main Sustainability Risks in 2018

	Economy	Environment	Society
	Steady supply source Key raw material supplier	Compliance with environmental laws Water resource management Climate change	Employee health and safety labor working hours
High-risk supplier category	MLCC passive components	PCB/power supply/cables	PCB/power supply/cables

- First-tier supplier, direct supplier of materials or services) sustainability risk management
In 2018, all 21 new suppliers (excluding suppliers designated by the clients) passed the RBA audit and were deemed to comply with environmental standards, labor practice guideline, human rights standards, and social impact standards. In addition, 0 suppliers were eliminated from the qualified suppliers' list for reasons including changing their company names and uncompetitive costs.
- Non-first-tier supplier sustainability risk management:
Apart from demanding our first-tier suppliers, we also demand our suppliers to manage their upstream suppliers in order to improve the dependability of the overall supply chain.



3.2.3 Supplier Management Mechanism

Suppliers' Social Responsibility "Human Rights, Environment, Safety, Health, and Management System" Auditing and Counseling

BizLink's supply chain management protocol incorporates the Code of Conduct (RBA) into the supply chain in order to conduct "human rights, environment, safety, health and management system" related counseling and auditing, thereby monitoring the degree of management and implementation of the suppliers in terms of environmental safety and health aspects. We continue to encourage our suppliers to value business ethics, protect labor human rights and ensure workplace safety and health. Additionally, we have also developed materials and production processes that will mitigate environmental impact. We have applied audit tools published by the RBA to review and assess our supplier's adherence to corporate social responsibility. In 2018, a total of 113 suppliers were audited. No supplier presented substantial or potential adverse impact in regards to the environment, human rights and labor practices. The most common problem associated with audits is working hours; after the audit, suppliers are requested to rectify the problem within a specified time period. In terms of selection criteria, suppliers are either classified as "acceptable" or "unacceptable." In 2018, there were no unacceptable suppliers due to social responsibility problems.

Supplier Education - "Supplier CSR" Briefing

In 2018, we convened one "supplier CSR" briefing or training course to elaborate on the details of corporate social responsibilities. Moreover, we requested the management team or the highest-ranking executive of our suppliers to sign a "Management Letter of Undertaking" to make sure that they comply with every aspect of the Code of Conduct (RBA).



3.3 Customer Service and Satisfaction

3.3.1 Customer Service

BizLink provides connection related applications and solutions, including harnesses and cables for computer peripherals, appliances, consumer electronics, cars, medical equipment, optical communication equipment, solar equipment and industrial equipment. Our global brand clients come from diverse industries such as technology, appliance, consumer electronics, car cables and harnesses, medical equipment, optical communication equipment, solar power and industrial manufacturer. Customer orientation is one of the core values of BizLink, so we are dedicated to providing high quality and eco-friendly services to meet our customers' needs.

Various business units of BizLink have their own customer service teams in charge of sales, product R&D, manufacturing, quality, delivery, cost and aftersales service etc. They are able to accurately and quickly propose holistic and adequate solutions.

As for product design services, besides continuing to strengthen our technical team, we have stipulated comprehensive design SOPs for individual products that are rigorously enforced to ensure our customers' regulations and opinions are incorporated into the design process.

We have adopted JIT (just in time) manufacturing process in order to eliminate waste, reduce warehouse costs and produce the right products at the right time and right location, thereby helping our clients to become more efficient and competitive in supply chain management. JIT is applied to all our plants in the USA, Europe, China, Malaysia, and Mexico, providing assistance and services to our clients in a dynamic manufacturing environment. We also offer our clients daily inventory reports, weekly status reports, complete supply conditions, differentiation reports, production, and deployment process and real-time warehouse management for our global locations to ensure the management information is accurate, up to date as well as the successful delivery of products.



3.3.2 Customer Satisfaction

Becoming a leading global company that is recognized by our clients and a premier business partner is our mission at BizLink, while generating the greatest values for our clients is our endeavor.

Understanding and analyzing customer satisfaction level is an important foundation of continual product and service improvement to generate values needed by our customers.

We value customer satisfaction, therefore BizLink's business units collect (quarterly, semi-annually or annually) customer satisfaction assessment results (such as scorecards) to monitor customer satisfaction level. The content includes quality, price, delivery, service, technical skills, CSR and information feedback related aspects. Various business units will formulate improvement plans to rectify the outcome of the evaluation and the customer satisfaction assessment scores are used as the performance indicator of related units.

In addition, we send out "Customer Satisfaction Survey Forms" to our main customers every year in accordance with the quality management system, which are used as the basis for reviewing and improving the annual plan. The plants also collect customers' feedbacks.

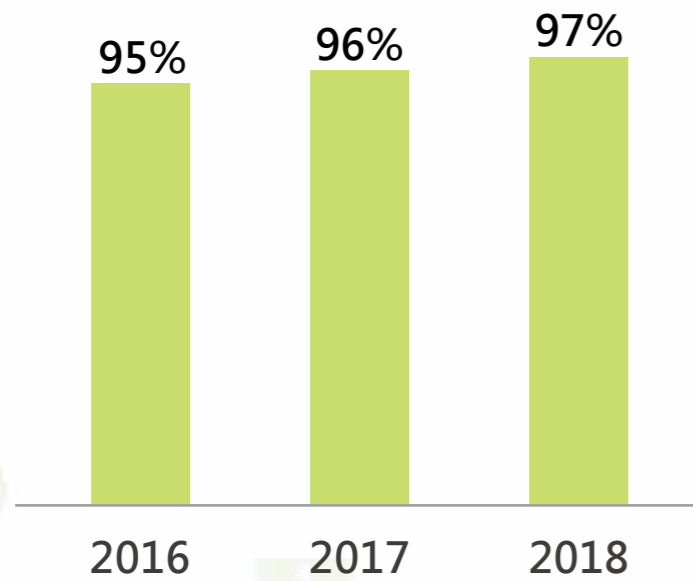
Customers visit various plants regularly or from time to time for evaluation purposes, and they are used as an important basis for improving customer satisfaction.

In 2018, the customer satisfaction survey results of BizLink's 10 main customers are :



[註] Note: Main customers refer to those contributing to the top 30% of the Company's total revenue in 2018.

Overall Customer Satisfaction



With 100% as the full score, the overall customer satisfaction of the Company in 2018 was 97%, an increase of 1% compared to 2017. There is a total of 10 clients with an overall score of 90 points out of 100 and above. No results were less than 89 points for this evaluation.

3.3.3 Client Privacy

While improving customer service, BizLink also values our customers' privacy and intellectual property rights. We have signed confidentiality agreement in order to protect our customers' confidential information and make sure that all our colleagues maintain confidentiality during day to day operation. The Company did not violate any customer's privacy or infringe on the customers' rights due to a loss of information in 2018.

3.3.4 Legal Compliance

Concerning the company's fields of operation, including fostering fair competition, provision of safe products and services, compliance with the Labor Standards Act, Universal Declaration of Human Rights, international standards and copyrights, as well as company assets and any form of intellectual property, BizLink strives to abide by all applicable national and international laws, as well as ethical principles and generally accepted practices. BizLink also respects the local traditions and values in various regions of our operations around the world.





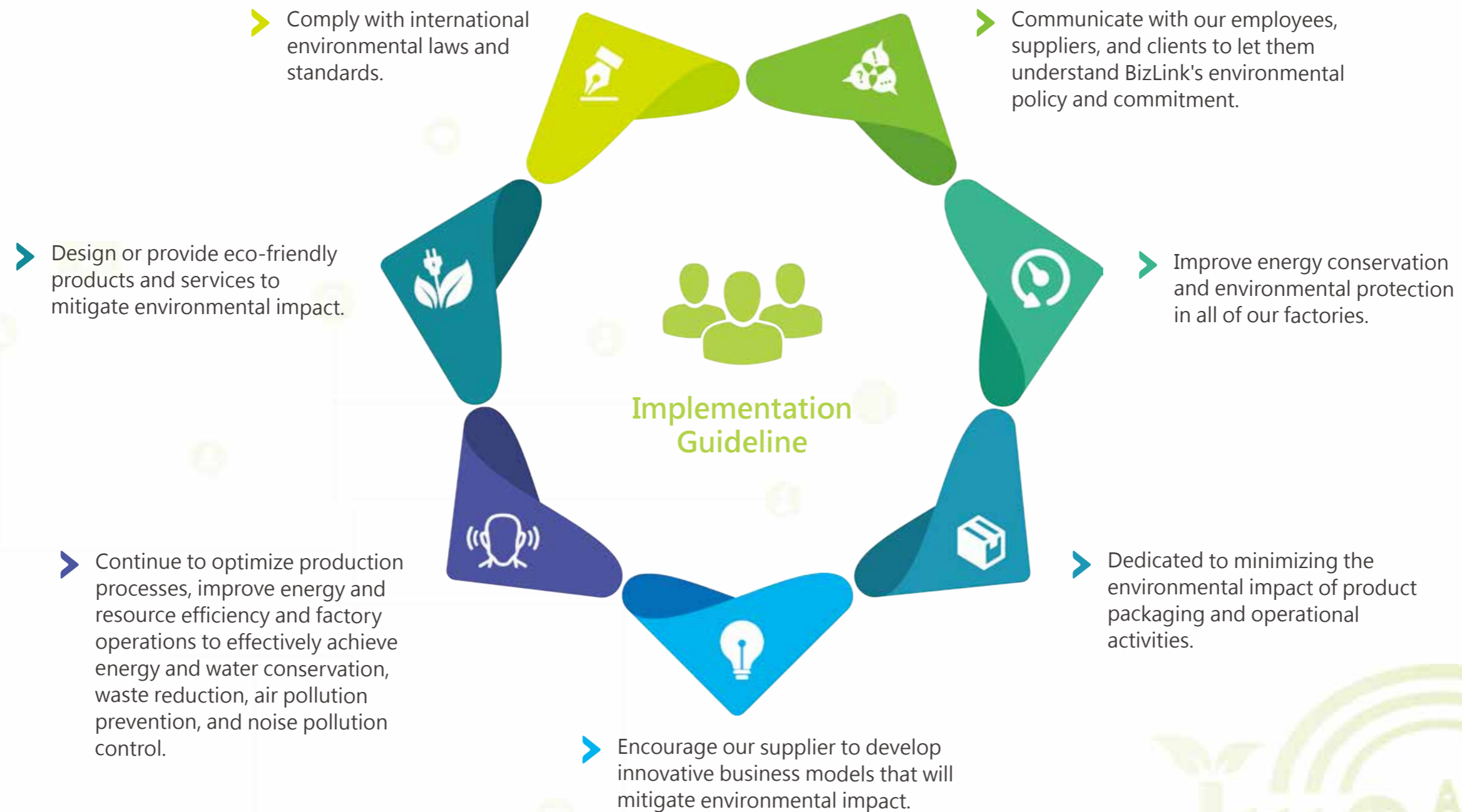
4

BizLink and the Environment

- 4.1 Environmental Policy and Green Strategy
- 4.2 Response to Climate Change and Global Warming
- 4.3 GHG Reduction
- 4.4 Main Raw Materials Logistics
- 4.5 Water Resources Conservation
- 4.6 Wastewater and Sewage Management

4.1 Environmental Policy and Green Strategy

BizLink endeavors to protect the environment through sustainability projects and the development of green design, green factories, monitoring of carbon emissions. Working with our clients and the supply chain, we aim to implement environmental risk control and enhance environmental management performance together.



4.1.1 Environmental Management Goals

Rapid technological advancements have caused enormous environmental destruction. With the implementation of environmental economic policies, supervision by the media and the public, the consequences of environmental violations will not be limited to fines, as the corporate image will also be negatively affected, resulting in the loss of intangible capital. We must remain proactive in making adjustments to comply with environmental laws and regulations in a rigorous manner.

BizLink is committed to complying with environmental laws governing our activities, products, and services, as well as to meet our customers' needs in order to achieve or surpass the designated objectives and goals. We will continue to promote environmental management system in order to reduce the Company's environmental impact. Furthermore, we strive to comply with legal requirements by passing the environmental management system audit in an effort to make sure that there are no environmental violations.

BizLink products comply with related international environmental laws such as Waste Electrical and Electronic Equipment Directive, (WEEE), The Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and our clients' demands. We also assist them to obtain environmental labels.

BizLink has formulated various environmental management systems for the consumption of energy and resources and emission of pollution. We continue to make improvements to these systems. As for environmental management and occupational safety and health management, we employ ISO14001 environmental management system and OHSAS 18001 occupational safety and health management system to conduct regular internal audits and contractor certification and hazardous substance process management system every year in order to evaluate the Company's environmental management related systems. Additionally, we have passed this independent assurance, and we have complied with ISO14064-1 GHG audit to ensure the effective operation of our environmental management systems and compliance with environmental regulations.

The following important management strategies aim to achieve environmentally friendly goals during the product development, production, use and disposal stages, including low pollution, low energy

consumption, and easy recycling etc. This year (2018)'s environmental protection and energy conservation information disclosure focus on the scope of environmental impact and energy consumption units, collecting data from 9 production sites in China (including factories and offices).

Each quarter, BizLink gathers relevant environmental laws and conducts legal compliance evaluation every 6 months, followed by the implementation of corrective measures. Every year, we rigorously conduct environmental monitoring (waste water and waste gas) to ensure compliance with emission standards as stipulated by the local laws. Furthermore, BizLink regularly organizes related training and activities in order to foster environmental awareness in the Company. In 2018, BizLink did not incur any environmental violation, nor did we receive any fine.

We will continue to promote ISO 14001 environmental management system and carry out annual internal audits. Problems discovered will be rectified immediately, and BizLink also receives internal and external supervision from government agencies, surrounding communities, employees and other stakeholders who have filed complaints about any environmental problem in the production sites. Specific actions include : (1) Establishing a grievance channel so that employees can pass on any environmental problems they have discovered to the promoting committee. The suppliers and clients are able to reflect environmental problems to the corresponding department within the Company, which will forward the information to the management committee for accurate documentation so that suitable solutions can be formulated. In order to ensure a smooth process, comprehensive details of the problem will be documented and archived for future reference. (2) Arranging employees and suppliers to receive related training, so that they can understand the information and pass it onto other employees in their companies. In 2018, BizLink did not incur any environmental complaints.

In the future, we will continue implementing ISO 14001 environmental management system, where environmental laws will be gathered every month in order to assess how new or amended laws can be applied to the Company, as well as the corrective measures to be taken. For the subsequent annual safety production month events, we have included the legal knowledge aspect to promote regulation-related information to our employees, thereby improving their environmental know-how and reinforcing their awareness on legal compliance.

Raw Material Management

With the changing global environment, production of electronics products, shortening usage and disposal cycle, the related environmental problems have threatened people's health and survival environment. The design and application of green materials in electronics manufacturing technology, as well as the design and R&D of green equipment and process parameters, and the design of recyclable, reusable materials present a major opportunity and challenge for green manufacturing. BizLink agrees not to use restricted substances and materials, therefore we have meticulously selected materials and suppliers through the green product program. We strive to reduce pollution by adopting eco-friendly technologies, and we continue to improve and prevent pollution via reasonable utilization of raw materials and reduction of resource waste, aiming to decrease material cost and avoid the use of restricted substances and materials.

Raw materials management measures are embodied through product design and manufacturing, where recycled materials are used under the premise that performance will not be impeded. By investing in recycling technology, we will be able to convert waste materials from electronic products into reusable materials. For high-risk substances, we demand our suppliers to provide relevant testing reports or company inspections in order to ensure that the concentration complies with the clients', legal and documentation requirements. We also collaborate with component suppliers to recycle suitable packaging materials in an effort to minimize resource waste and materials costs. Unrecyclable packaging materials are sorted according to different waste categories. In the future, we will continue to research, re-cycle and re-use renewable materials in order to decrease environmental pollution caused by raw materials waste.



4.2 Response to Climate Change and Global Warming

According to The Global Risk Report 2019 released by The World Economic Forum (WEF), there are 3 major environmental risks: "failures of climate-change mitigation and adaptation," "extreme weather events" and "natural disasters," all of them have ranked among the top risks in recent years. Countries worldwide are urged to adopt corrective and immediate action in order to minimize the level of risk. In October 2018, the UN's Intergovernmental Panel on Climate Change (IPCC) issued a special report on global warming's role in increasing global temperatures to 1.5°C above pre-industrial levels, proclaiming that global warming will bring about climate and ecological environment-related disasters, leaving humanity with just 12 years to resolve the crisis.

The Fourth National Climate Assessment issued a warning that without a significant decrease in emissions, the average global temperature will increase by 5°C by the end of the century. According to United Nations Environment Programme (UNEP)'s The Emissions Gap Report 2018, global carbon emissions have exhibited signs of increasing rather than decreasing for the first time in the last 4 years, and disasters caused by global warming will occur sooner than expected. The 2016 UN Paris Agreement stipulated that keeping global temperatures within 2°C above pre-industrial levels is too little, too late. The more pressing goal should be reducing temperatures to within 1.5°C. 42 billion tons of CO₂ is currently being emitted by people worldwide every year, so the governments of various nations must enforce a more strict carbon emissions policy in order to decrease emissions by 45% by the year 2030, and to achieve zero emissions by 2050. Only if these criteria are satisfied will global warming be controlled to within 1.5°C, and prevent irrevocable damage to Earth.

BizLink perceives climate change as an important risk so we should closely monitor global climate change trends, and the steps taken internationally in response to such trends. BizLink conducts GHG audit and management on an ongoing basis. Senior executives also regularly review these risks, and report to the Corporate Governance and Sustainability Development Committee, so that preventive measures can be implemented to mitigate their impact on the Company's operations. Climate change risks can be divided into legal requirements, climate change impact, and challenges. These risks must be understood and enterprises must take the necessary corrective measures in advance based on the government's demands.

Overall Impact and Challenge of Climate Change

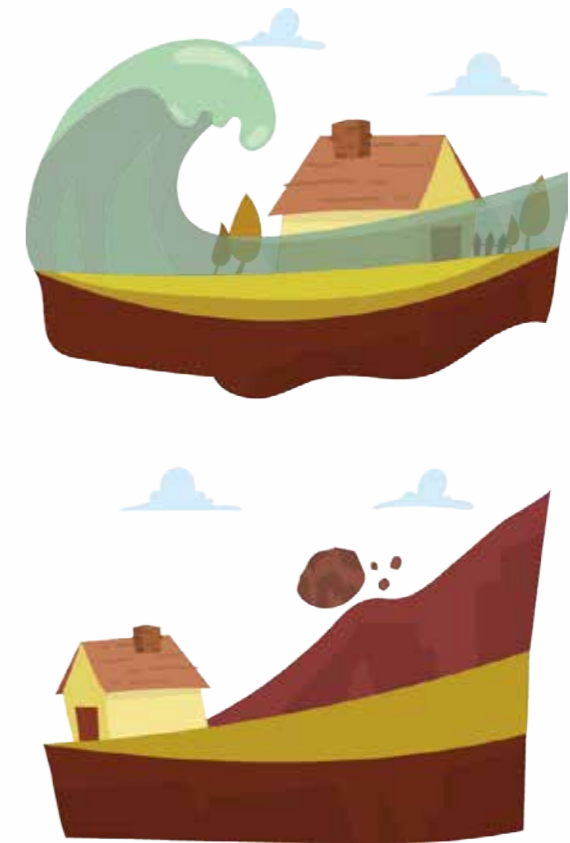
BizLink perceives climate change as an important risk and potential opportunity. Possible short-, medium-, and long-term impact of climate change on company operations are determined based on an international research reports, industry trends, internal/external corporate investigations, company decision-making and judgement as well as the International Energy Agency (IEA)'s 2 Degree Celsius Scenario (2DS), which aims to cut carbon emissions by half in 2050 compared to 2010. The impact includes market change and technology progress-related risks, law and regulation-related risks, reputation-related risks, and physical disaster-related risks. Furthermore, the likelihood of these risks occurring, their degree of impact, and appropriate response measures are regularly assessed.

Market Change and Technology Progress-related Risks

The impact of climate change on the Company may include the influence of consumers' preferences towards certain products and potentially cause a shift in consumer behavior. BizLink will continue to observe climate change-induced market changes, research and develop innovative low-carbon, high-efficiency products, and adhere to the green energy-oriented long-term development guideline in order to cater to the customers' needs.

Law and Regulation-related Risk Management

Global environmental issues including carbon reduction, total emissions control, and carbon market may result in the passing of new laws or amendments of existing laws in areas where BizLink operate, forcing the Company to implement further disclosure of environmental-related information and enforce more stringent GHG emissions control measures. In turn, the Company will adopt more proactive carbon reduction and clean production initiatives, thereby increasing the cost of operations, and changing BizLink's products, manufacturing process, and operating model.



Reputation-related Risks

BizLink's stakeholders pay particular attention to the Company's environmental initiatives; their opinions can influence the Company's brand values, causing a shift in the customers' buying behavior, particularly in the markets that are extremely sensitive towards environmental issues. BizLink is dedicated to fulfilling our corporate social responsibilities and environmental commitments as well as strengthening environmental information disclosure, applying them to the Company's daily operations worldwide, and building a positive image of sustainability.

Physical Disaster-related Risks

Climate change may cause increases in temperature and rainfall as well as the intensity and frequency of extreme weather events, ultimately leading to floods, landslides, droughts, and damages to critical infrastructure, including water resources, land, coastlines, and biodiversity as well as peoples' safety and health. As a result, this will impact the Company's operations, employees, and supply chain.

Visions and Strategies of Climate Change Adaptation

The Company will continue to develop green designs, green factories, energy management measures as well as highly efficient energy-generating, energy-saving, and energy-converting products and solutions to adapt to climate change. Furthermore, BizLink utilizes its internal energy management system to plan and to stipulate energy-conservation and carbon-reduction goals for devising investment and risk management strategies, thereby responding to the potential impact of climate change in advance.



4.3 GHG Reduction

BizLink's GHG emissions target is to reduce GHG emissions density (GHG emissions/revenue) by 2% every year.

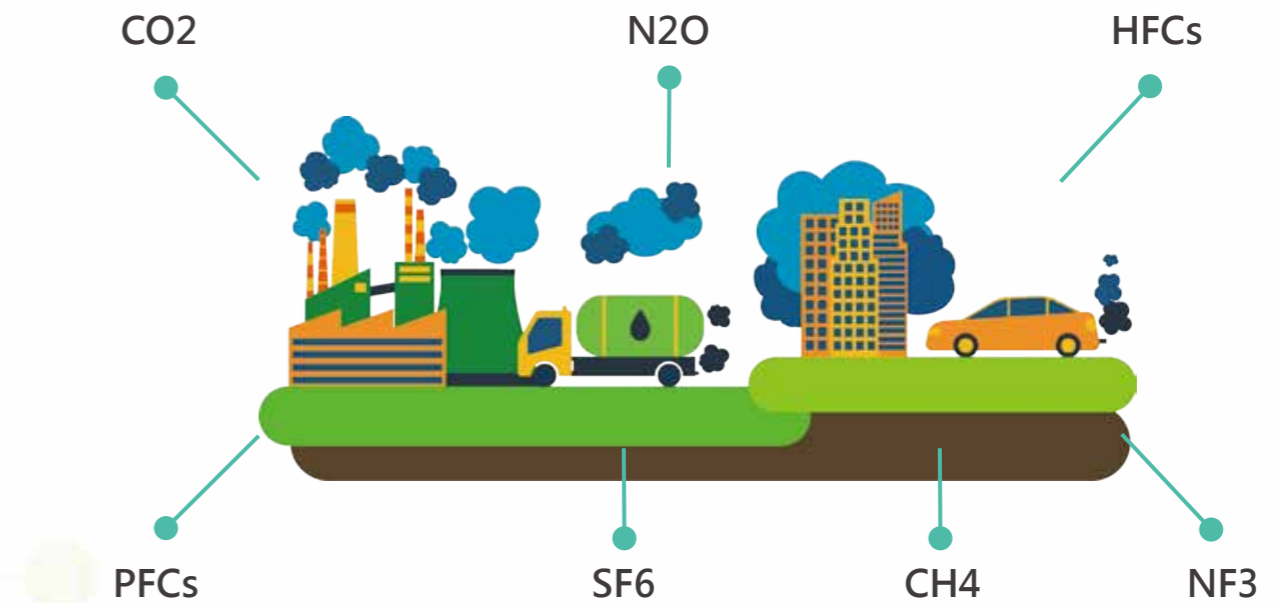
4.3.1 Emissions Audit

BizLink has adopted ISO 14064-1 standards since 2015 to conduct annual emissions audit, and the GHG report containing emissions results from the previous year is also published. In 2018, the audit focused on 7 main categories of GHG emissions at 3 major production locations: CO₂, N₂O, HFCs, PFCs, SF₆, CH₄, and NF₃. Most of the emissions are attributed to externally procured electricity (90-95%).

The period covered by the most recent report is 2018, with total GHG emissions of 32,160.57 carbon dioxide equivalent tons (CO₂e).

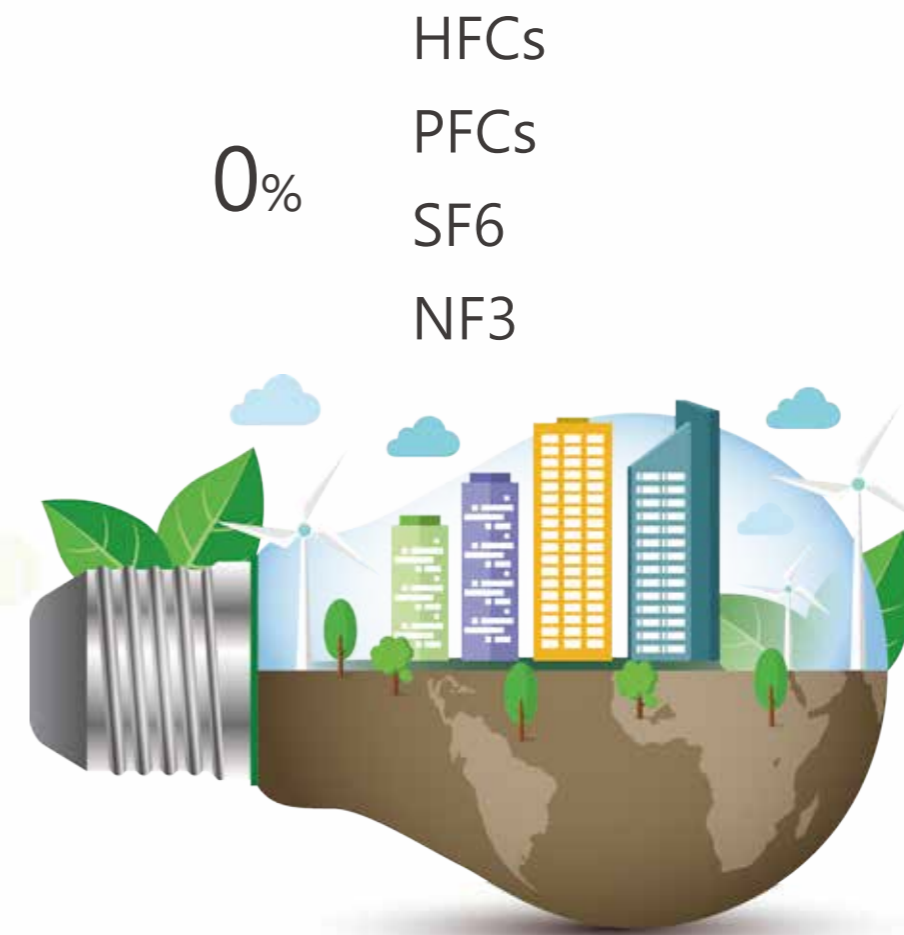
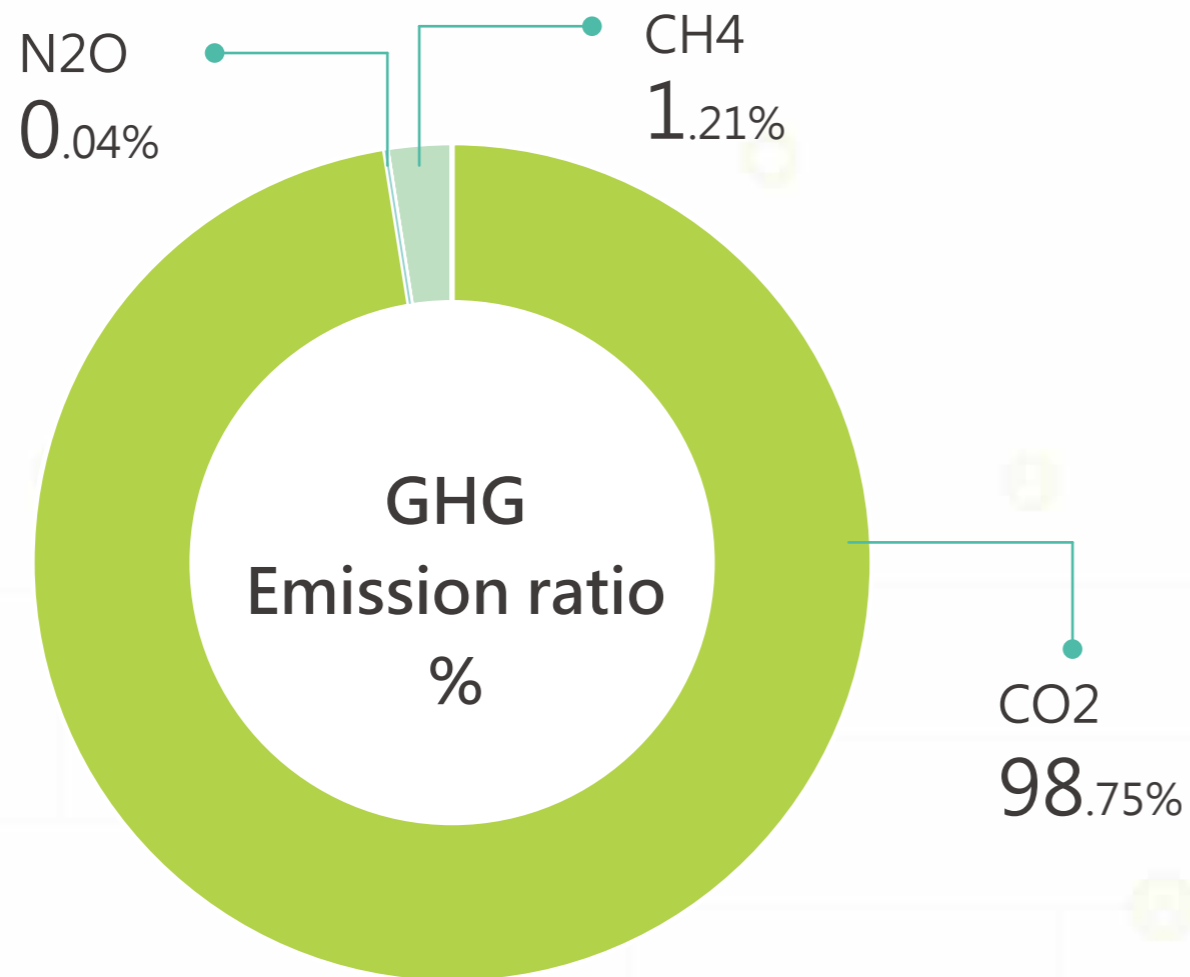
The audit results reveal that most emissions are attributed to scope 2 external source of power supply (approximately 95% or above), therefore the primary mission of carbon reduction is to conserve electricity.

BizLink's GHG emissions target is to reduce GHG emissions density (GHG emissions/revenue) by 2% every year.



Unit : Metric ton

Greenhouse gas (GHG)	CO2	N2O	HFCs	PFCs	SF6	CH4	NF3	Total	Scope 1	Scope 2
Total	31,759.40	13.23	0	0	0	387.93	0	32,160.57	1,441.38	30,719.18
Percentage %	98.75%	0.04%	0%	0%	0%	1.21%	0%	100.00%	4.48%	95.52%



[Note 1] Direct GHG emissions (scope 1) include the burning of fuel by stationary equipment, emissions from manufacturing, transportation, fugitive emissions (such as firefighting facilities or refrigerant emissions etc.) Total direct emissions are 1,441.38 tons CO2e/year, accounting for about 4.48% of total emissions.

[Note 2] Energy indirect GHG emissions (scope 2) include externally purchased power. The energy indirect emissions are 30,719.18 tons CO2e/year, accounting for about 95.52% of total emissions.

[Note 3] The scope of the statistics above includes the 9 main production sites in China: BizLink (Kunshan) Co., Ltd.; OptiWorks (Kunshan) Co., Ltd.; BizLink Technology (Changzhou) Ltd.; Tong Ying Electronics (Shenzhen) Co., Ltd.; Xiang Yao Electronics (Shenzhen) Co., Ltd.; BizConn International Corp.; BizLink Electronics (Xiamen) Co., Ltd.; BizLink Technology (Xiamen) Ltd.; and Nanhai Jo Yeh Electronic Co., Ltd. (Foshan).

Implementation of Various Energy-saving Measures

21,750,308 kWh energy saved in 2018
17,506.18 tons carbon emissions reduced



4.3.2 Energy Saving Measures

BizLink appreciates the importance of energy management in the Company's competitiveness, faced with rising energy costs in the future, it is essential to find ways to decrease the energy burden in order to respond to future challenges. We will continue monitoring power consumption conditions and the performance of energy-saving projects in the factories; BizLink will also share our experience in energy conservation and make adequate improvements.

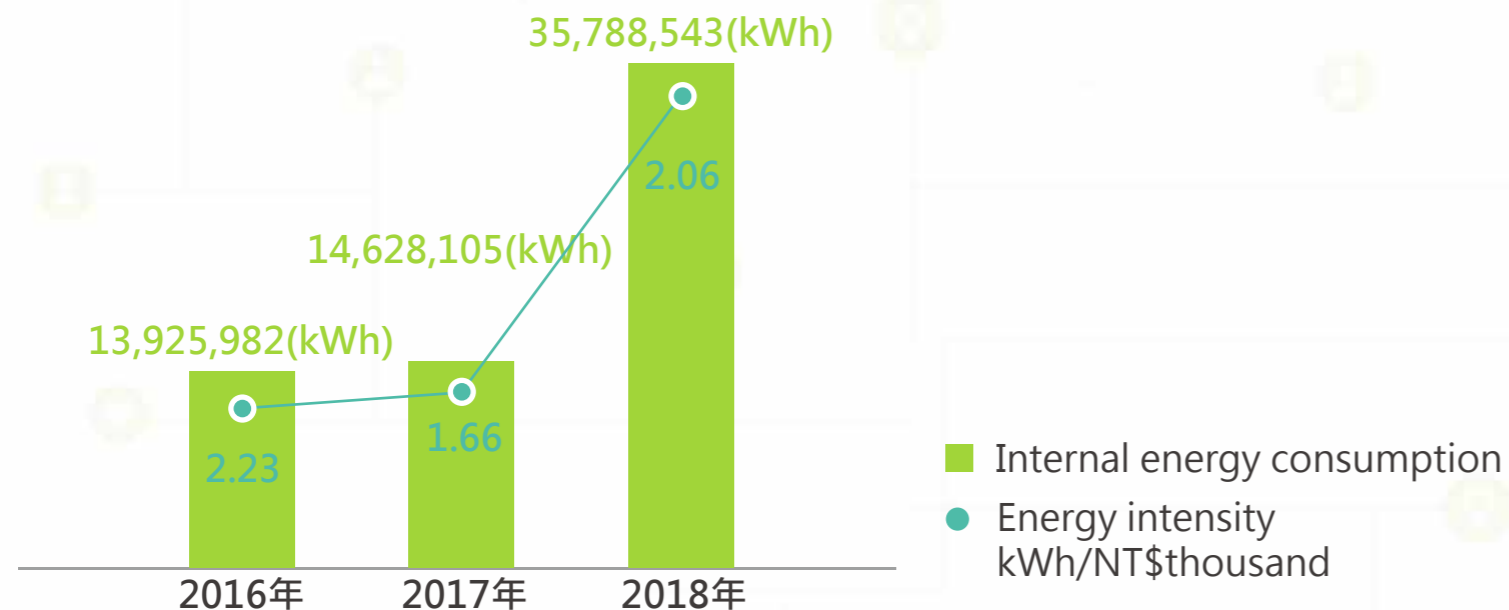
Energy-saving measures implemented include 6 major categories: AC system, pressurized air system, production, management, green lighting and other. A total of 21,750,308 kWh of power was saved in 2018, and is the equivalent to reducing carbon emissions by 17,506.18 tons.

4.3.3 Direct and Indirect Energy Consumption

As a global citizen, BizLink endeavors to purchase energy-efficient equipment to improve energy efficiency, and we are dedicated to saving all forms of energy and complying with energy regulations in order to achieve energy conservation and carbon reduction. We aim to minimize the impact of our operations on climate change, and we have stipulated the goal of decreasing overall energy intensity by 10% by 2025 in comparison with 2018.

BizLink's main production sites consume predominantly indirect electrical energy. In 2018, the total energy consumption was 35,788,543kWh, and the energy density was increased by approximately 24% compared to the previous year (2017). The main cause of the discrepancies in statistics is the increase in the number of production sites included from 3 (Kunshan, Xiang Yao, and BizConn) to 9. If calculated based on just the 3 original sites, the energy intensity significantly decreased by 78%.

Total Energy Consumption in 2018



[Note 1] The scope of the statistics above includes the 9 main production sites in China: BizLink (Kunshan) Co., Ltd.; OptiWorks (Kunshan) Co., Ltd.; BizLink Technology (Changzhou) Ltd.; Tong Ying Electronics (Shenzhen) Co., Ltd.; Xiang Yao Electronics (Shenzhen) Co., Ltd.; BizConn International Corp.; BizLink Electronics (Xiamen) Co., Ltd.; BizLink Technology (Xiamen) Ltd.; and Nanhai Jo Yeh Electronic Co., Ltd. (Foshan).

[Note 2] Energy consumption statistics are calculated based on the electricity bill from the power company.

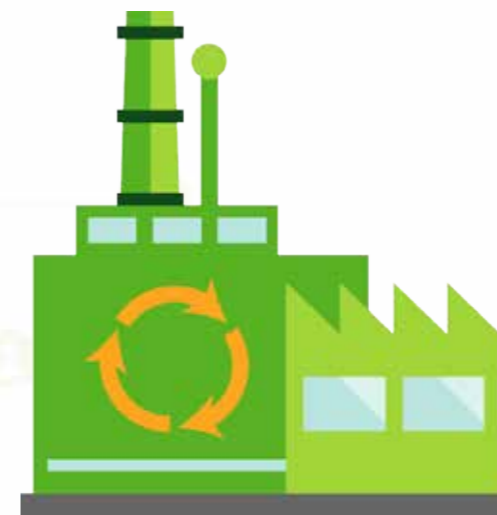
[Note 3] Energy intensity = annual kWh/unit revenue

[Note 4] The average exchange rate between CNY and TWD in 2018 was 1:4.53

4.4 Main Raw Materials Logistics

With the changing global environment, production of electronics products, shortening usage and disposal cycle, the related environmental problems have threatened people's health and survival environment. The design and application of green materials in electronics manufacturing technology, as well as the design and R&D of green equipment and process parameters, and the design of recyclable, reusable materials present a major opportunity and challenge for green manufacturing.

BizLink agrees not to use restricted substances and materials, therefore we have meticulously selected materials and suppliers through the green product program. We strive to reduce pollution by adopting eco-friendly technologies, and we continue to improve and prevent pollution via reasonable utilization of raw materials and reduction of resource waste, aiming to decrease material cost and avoid the use of restricted substances and materials.



Raw materials management measure is embodied through product design and manufacturing, where recycled materials are used under the premise that performance will not be impeded. By investing in recycling technology, we will be able to convert waste materials from electronic products into reusable materials. For high-risk substances, we demand our suppliers to provide relevant testing reports or company inspections in order to ensure that the concentration complies with the clients', legal and documentation requirements.

Suitable packaging materials are recycled and re-used in order to minimize resource waste and material cost. Unrecyclable packaging materials are sorted according to different waste categories. In the future, we will continue to research, re-cycle and re-use renewable materials in order to decrease environmental pollution caused by raw materials waste.

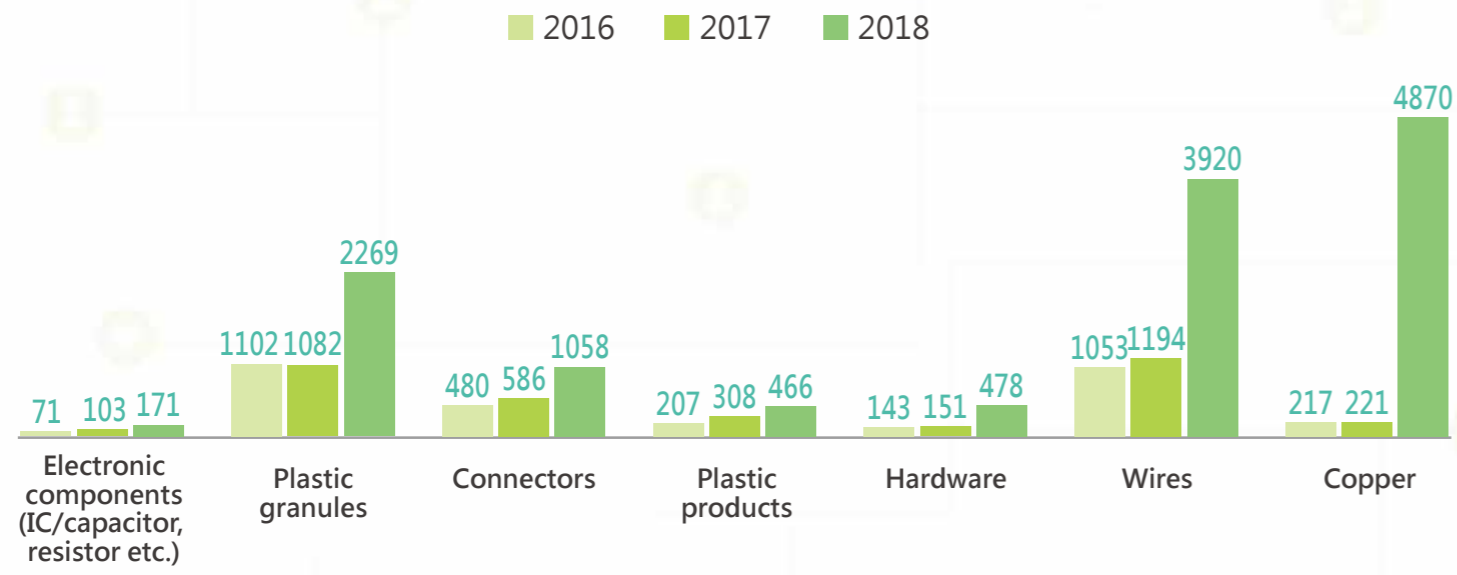
Raw Materials Procurement Conditions for 2018 are

Besides having a direct influence on operational performance, the use of raw materials is also closely related to the topic of environmental resource consumption. Since there are only limited resources on Earth, BizLink regularly monitors the consumption of raw materials to assess efficiency, hoping to increase the efficiency of raw materials consumption and decrease the quantity of materials needed for product delivery. Raw materials used by BizLink for production include 7 major categories: electronic components (IC/capacitor, resistor etc.), plastic granules, connectors, plastic products, hardware, wiring, copper.

The total procurement weight in 2018 rose to 210,696 tons. This is mainly due to the expansion of 3 production sites to 9, and overall growth in product delivery.

Raw Material Purchase Volume

Unit: Tons



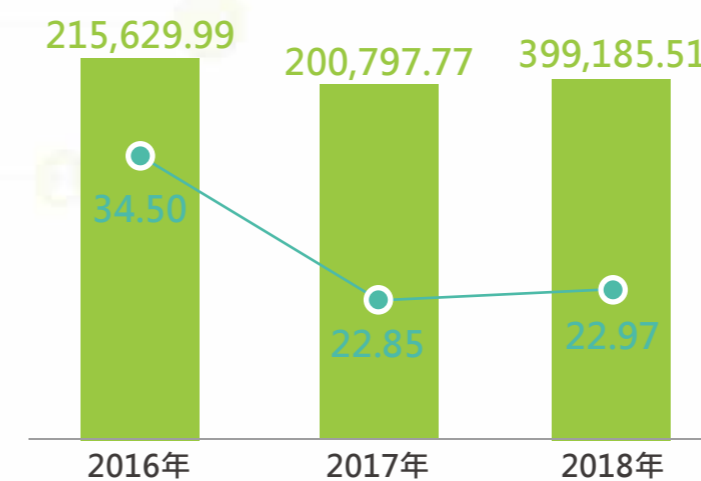
[Note] The scope of the statistics in 2017 included BizLink (Kunshan) Co., Ltd.; Xiang Yao Electronics (Shenzhen) Co., Ltd.; and BizConn International Corp. However, in 2018, OptiWorks (Kunshan) Co., Ltd.; BizLink Technology (Changzhou) Ltd.; Tong Ying Electronics (Shenzhen) Co., Ltd.; BizLink Electronics (Xiamen) Co., Ltd.; BizLink Technology (Xiamen) Ltd.; and Nanhai Jo Yeh Electronic Co., Ltd. (Foshan) were added.

4.5 Water Resources Conservation

Under the influence of global climate change, water resource has become another important agenda. In terms of management, all of the Company's 15 production locations have passed ISO 14001 management certification, and we will continue to promote water resource conservation measures. Due to the industry characteristics, the Company's manufacturing sites mainly engage in dry assembly processes, so generally speaking, we do not have any production processes that incur high water consumption. Main water consuming facilities in the sites include circulating water for AC systems, air compressors, and employees' water usage.

During the environmental assessment stage of building each manufacturing site, we have taken into consideration the construction site planned by the local government (avoid constructing in environmentally sensitive areas), areas with more copious supply of water (such as East China and South China) in order to prevent any impact on local ecology and water resources. During the operational stage, 100% of the sites' water is domestic water (tap water), we do not extract water from rivers, lakes, groundwater or the ocean, therefore there is no significant impact on the water source and community water usage.

Total Water Usage in the Recent 3 Years



■ Total water used (m³/year)
● Water intensity (m³/NT\$1 million)

BizLink's water consumption totaled 399,185.51 m³ in 2018, equivalent to a water intensity of 22.97 m³/NT\$1 million, indicating an overall stable water consumption rate.

[Note 1] The scope of the statistics in 2017 included BizLink (Kunshan) Co., Ltd.; Xiang Yao Electronics (Shenzhen) Co., Ltd.; and BizConn International Corp. In 2018, OptiWorks (Kunshan) Co., Ltd.; BizLink Technology (Changzhou) Ltd.; Tong Ying Electronics (Shenzhen) Co., Ltd.; BizLink Electronics (Xiamen) Co., Ltd.; BizLink Technology (Xiamen) Ltd.; and Nanhai Jo Yeh Electronic Co., Ltd. (Foshan) were added.

[Note 2] Total water consumption = surface water + groundwater + rainwater + waste water generated by other organizations + tap water

[Note 3] Water intensity = annual water consumption (m³)/annual revenue

4.6 Waste Water and Sewage Management

With economic development comes a lack of freshwater resources. Water is the source of life, but excessive consumption coupled with exacerbating pollution, usable water resources are becoming scarcer. Mitigating the impact of waste water on the environment and managing waste water discharge are not only crucial for the Company's performance but also for human survival.

BizLink has rigorously complied with local policies, regulations and customers' requirements in discharging waste water. Furthermore, we have applied for related pollution discharge permits in order to achieve the goal of zero pollution leakage, zero environmental complaints and voiding fines. We are committed to green development and will continue to improve and prevent pollution. No leakages occurred in 2018.

BizLink operates wire and harness assembly sites, therefore no water is needed during production. General domestic water is consumed at various sites, all waste water (sewage), including production-related water or domestic water is discharged to the sewerage system, therefore no water bodies or nearby habitats are affected, in turn preserving their characteristics, area, conservation status, and biodiversity. Primary waste water and sewage treatment mechanisms include:



Separation Control

- Rainwater and sewage are separated in order to channel rainwater into the rainwater pipe network, thereby preventing water build-up and contamination.
- The waste acid in the waste acid storage pool inside the laboratory is collected separately from rainwater.

Ongoing Monitoring

- Waste water and sewage discharge management statistics are compiled every month.
- The results of waste water and sewage inspection conducted every year complies with the standards stipulated by the local authorities.

Management and Control

- No contaminants may be discharged into the rainwater pipes.
- No chemicals, oils, solid wastes or other contaminants may be stored near the rainwater pipes.
- During torrential rain, various units will reinforce control on chemicals and inspect the chemical warehouse regularly. If a problem is discovered, it should be reported to the management department immediately in order to establish a quarantine zone and resolve the problem at once.
- The septic tank is cleaned every quarter to prevent clogging and overflowing, ensuring unobstructed discharging of effluent.





5

BizLink and Employees

- 5.1 Employee Policy
- 5.2 Employee Profile
- 5.3 Employee Development, Education and Training
- 5.4 Protection of Employees' Rights
- 5.5 Employee Relations
- 5.6 Life at BizLink

5.1 Employee Policy

Since our inception, BizLink has upheld the principles of “integrity and honesty” , “customer orientation” , “teamwork” and “environmental protection” to generate differentiation through innovation, thereby creating more opportunities and high-quality services for our customers. BizLink strives to become a trustworthy, sustainable, high-quality company among our shareholders, customers, employees, and stakeholders.

In order to realize BizLink's vision of corporate sustainability and core beliefs and values, we perceive employees as the Company's most important asset, because they are the key impetus behind BizLink's ongoing growth and advancement. Consequently, BizLink has complied with relevant labor laws in order to protect our employees' rights and respect the internationally recognized basic labor human rights principles. These include the freedom of association, privacy, prohibition of child, forced or compulsory labor, as well as any related regulations pertinent to improper hiring and discrimination. Furthermore, we have outlined relevant rules and regulations to protect the rights of our employees, as well as promote diverse employee projects to foster their physical and spiritual wellbeing. In addition, the Company offers competitive remuneration and benefits, creating a friendly work environment for our employees. Other management systems such as ISO 14001 and OHSAS 18001 have been introduced to build a solid foundation for total development, continuous improvement, and refinement.

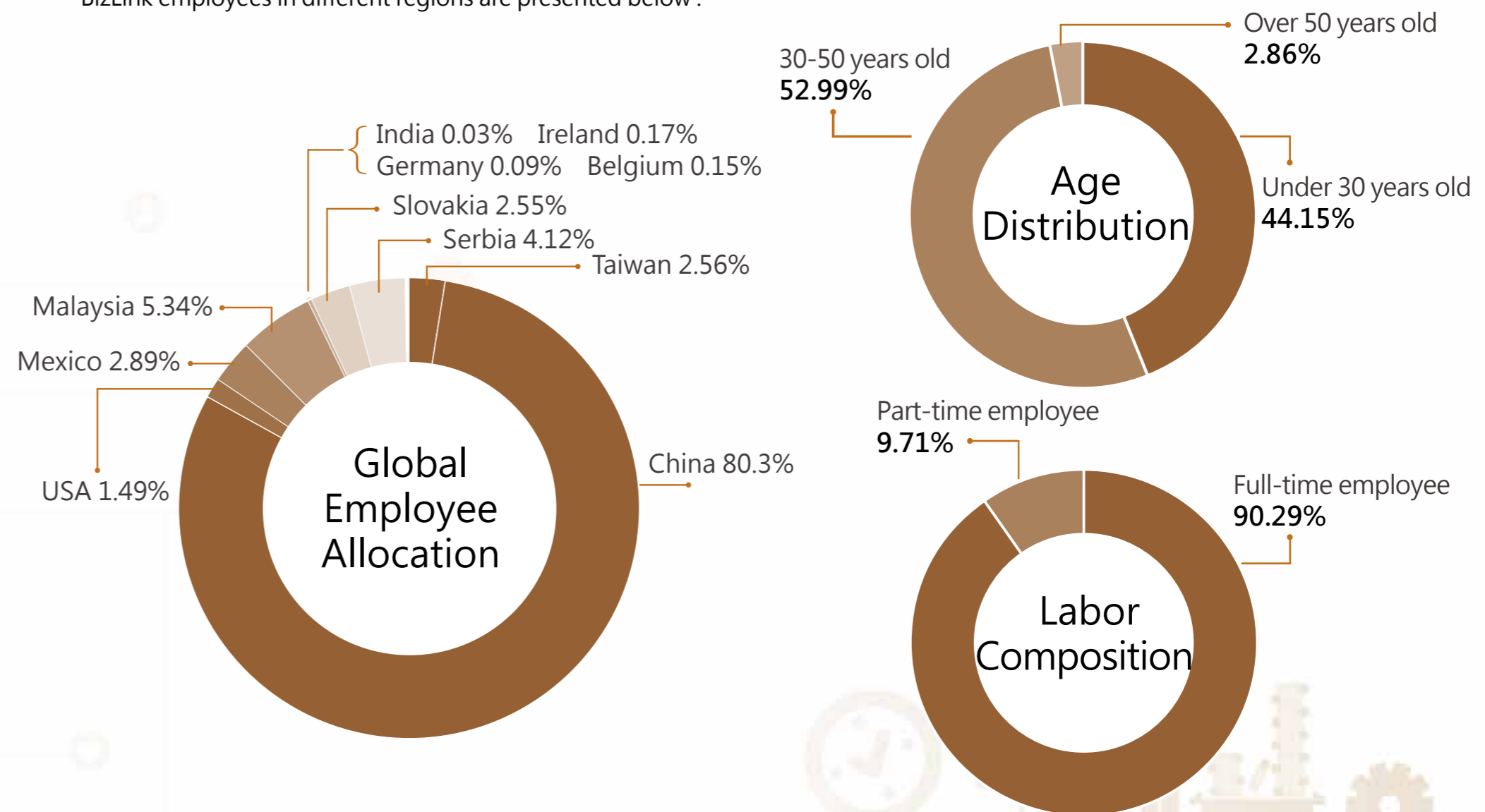
The Company's various human resources mechanisms and policies emphasize people orientation to look after our employees concerning every facet of work, life and, health. In doing so, they can unleash their full potential at work to drive the Company's forward momentum. At the same time, we allow our employees to strike a balance between work and life, hoping that each one of them is a happy member of the BizLink family. Together, we will embrace a brighter, happier and more harmonious future.

5.2 Employee Profile

5.2.1 Employee Structure and Allocation

BizLink had a total of 9,262 employees (45.67% males and 54.33% females) at the end of 2018. 237 employees are located in Taiwan while the remaining 9,025 people are located throughout China and other overseas locations (including the USA, Malaysia, Germany, Belgium, Slovakia, Serbia, and India, etc.).

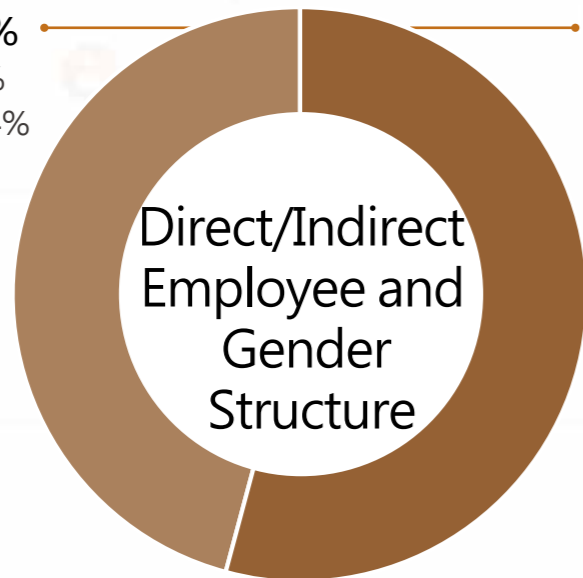
The hiring pattern in each region is unique depending on the respective local laws, operational and production needs; all employees are provided rights guaranteed by the law when they report for duty on the first day. The demographics of BizLink employees in different regions are presented below :



BizLink perceives great importance in the diversity of our talents, and we strive to create a tolerant work environment that encourages participation and the unleashing of individual skills. The Company seeks employees with diverse backgrounds and specialties via a fair hiring and promotion system in order to provide them with ongoing training and development. Outstanding employees with unique backgrounds and specialties help to increase the Company's competitiveness. Based on management level and gender, the structure of indirect employees in various regions are :

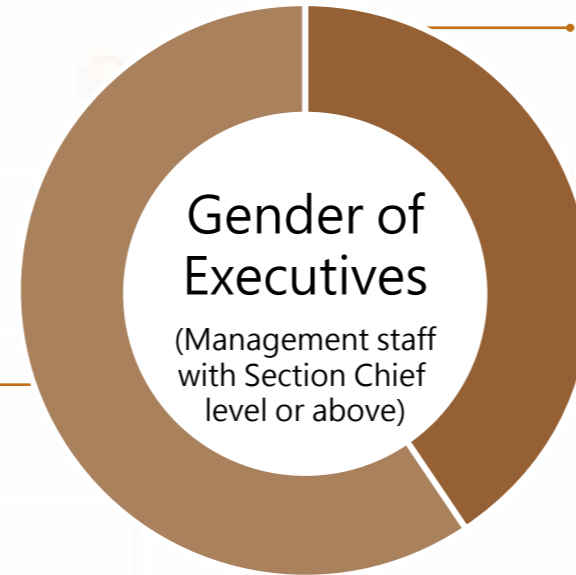


Male **45.67%**
Direct 73.26%
Indirect 26.74%



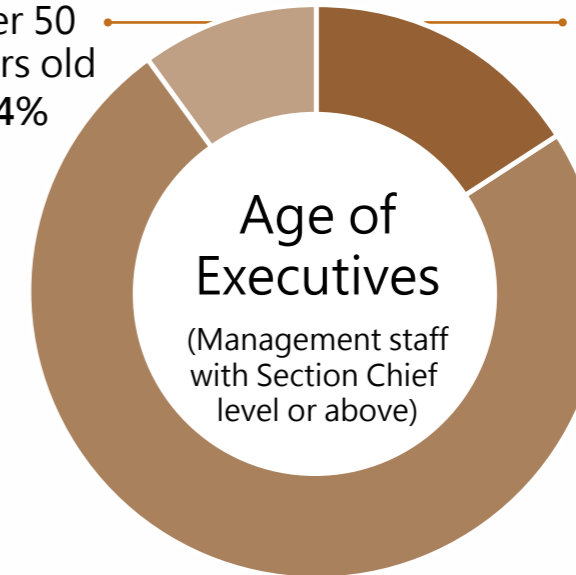
Female **54.33%**
Direct 61.15%
Indirect 38.85%

Male **59.32%**



Female **40.68%**

Over 50 years old **9.84%**



Under 30 years old **15.89%**

30-50 years old **74.27%**

5.2.2 Employee Retention

Employee Turnover

BizLink has always regarded our employees as the Company's most valuable asset, therefore we have implemented comprehensive promotion management and employee welfare system to encourage them to constantly seek improvement and achievements during the course of career development.

If colleagues are transferred to other units or regions, the Company will communicate with them beforehand and coordinate all the necessary affairs. For those transferred to regions further away from home, suitable subsidies or allowances will be provided to ensure their rights. In terms of leave management, once an employee files a resignation request, human resources will arrange for an interview depending on the need in order to ascertain the reasons for the resignation. Moreover, the Company will strive to retain the employee and offer the necessary care.

If the Company needs to adjust our colleagues' job due to internal reorganization or changes in business activities, we will first determine if similar jobs are available within the Company and make arrangements for internal transfers. If no adequate positions are available internally, or if the colleagues are unwilling to make the transfer, the Company will proceed with severance procedure.

New Employee Structure in 2018

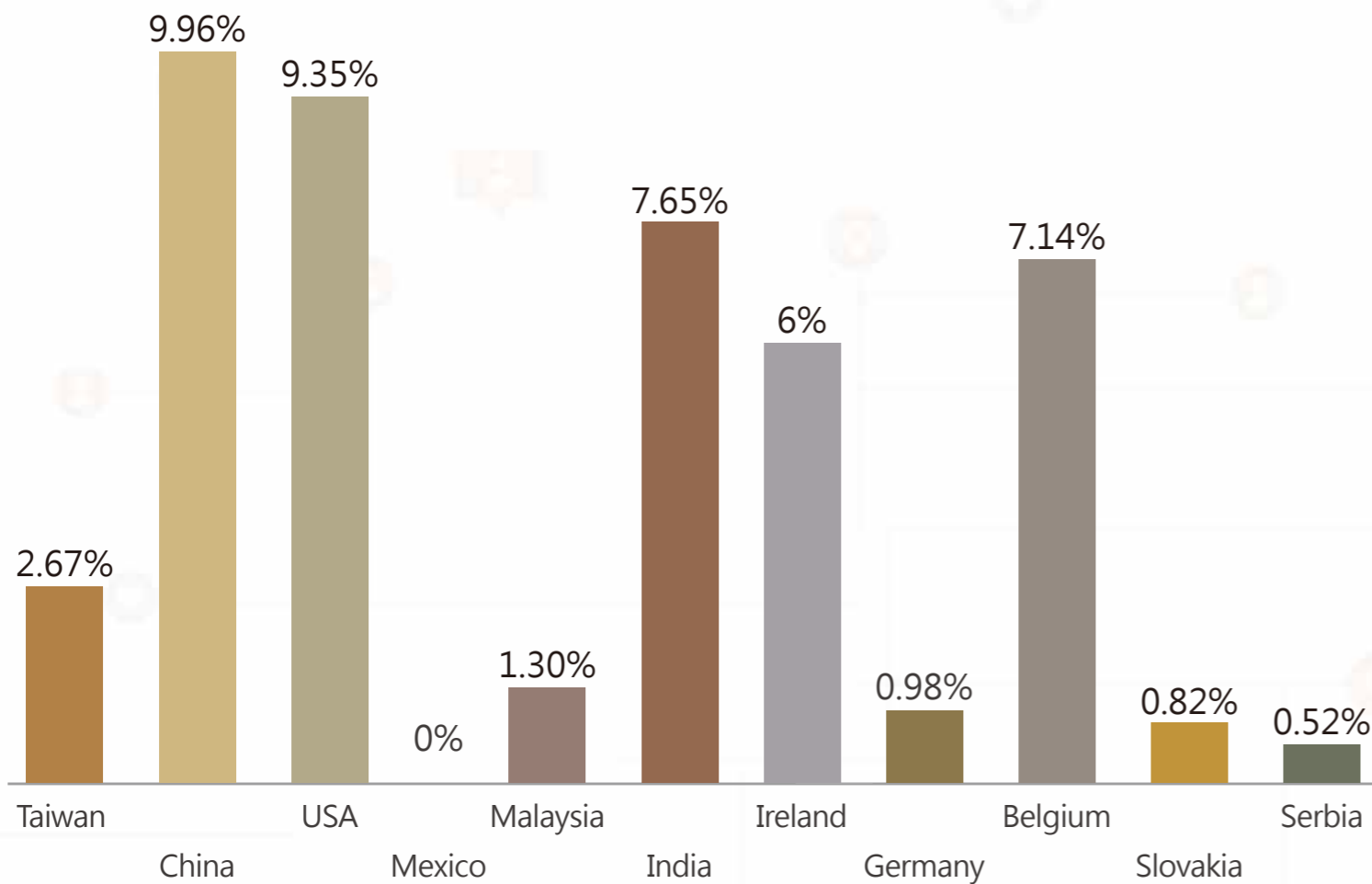
Location/Age	<30		30-50		>50		Total (Number of Employees)
	Female	Male	Female	Male	Female	Male	
Taiwan	6	9	21	62	0	13	111
China	1,599	2,637	1,201	1,252	5	12	6,706
USA	12	8	17	10	9	4	59
Ireland		2	1				3
Malaysia	311	116	28	45	0	1	501
Mexico	9	8	2	1			20
Germany	0	1		0	0	0	1
Belgium	0	1	0	1	0	0	2
Slovakia	0	8	4	12	3	4	31
Serbia	21	21	33	22	0	4	101
Total number of new employees	1,958	2,811	1,307	1,405	17	38	7,536
Total number of employees at the end of the year	1,929	2,160	3,012	1,896	91	174	9,262



Employee Turnover

When an employee submits a resignation request for whatever reason, we will offer our utmost understanding and respect, and we will try to ascertain the reason for resignation in order to discover potential areas of improvement. The below chart represents the average monthly employee turnover rate by region during 2018.

Employee turnover rate



[Note] Monthly average employee turnover = (monthly average resignation number in 2018) / (total number of employees at the end of each month in 2018 / 12) * 100%.

Analysis of Unpaid Parental Leave in 2018

BizLink offers employees with nursing needs substantial care, including unpaid leave, career readjustment, and related benefits etc. In 2018, there were 217 unpaid parental leave applicants, and the reinstatement and retention rate of these applicants was 90% and 68%, respectively. This demonstrates that the Company's comprehensive care mechanism is able to help employees with nursing needs to look after both their family and work.

Unpaid Parental Leave and Reinstatement Status in 2017 and 2018	Female	Male	Total
The actual number of unpaid parental leave applicants in 2018	143	74	217
A : Number of employees on unpaid parental leave who are expected to be reinstated in 2018	97	60	157
B : Number of reinstated employees in 2018	84	58	142
C : Number of reinstated employees who have worked for a year after their unpaid parental leave in 2017	77	50	127
D : Number of reinstated employees in 2017	111	76	187
Reinstatement rate % (B/A)	86.60%	96.67%	90.45%
Employee retention rate% (C/D)	69.37%	65.79%	67.91%

[Note 1] The number of employees on unpaid parental leave is calculated based on employees who have applied for maternity leave and paternity leave between 2017 and 2018, and those who have qualified for parental leave in 2018.

5.2.3 Employee Recruitment (Including the Policy Prohibiting the Hiring of Child Labor)

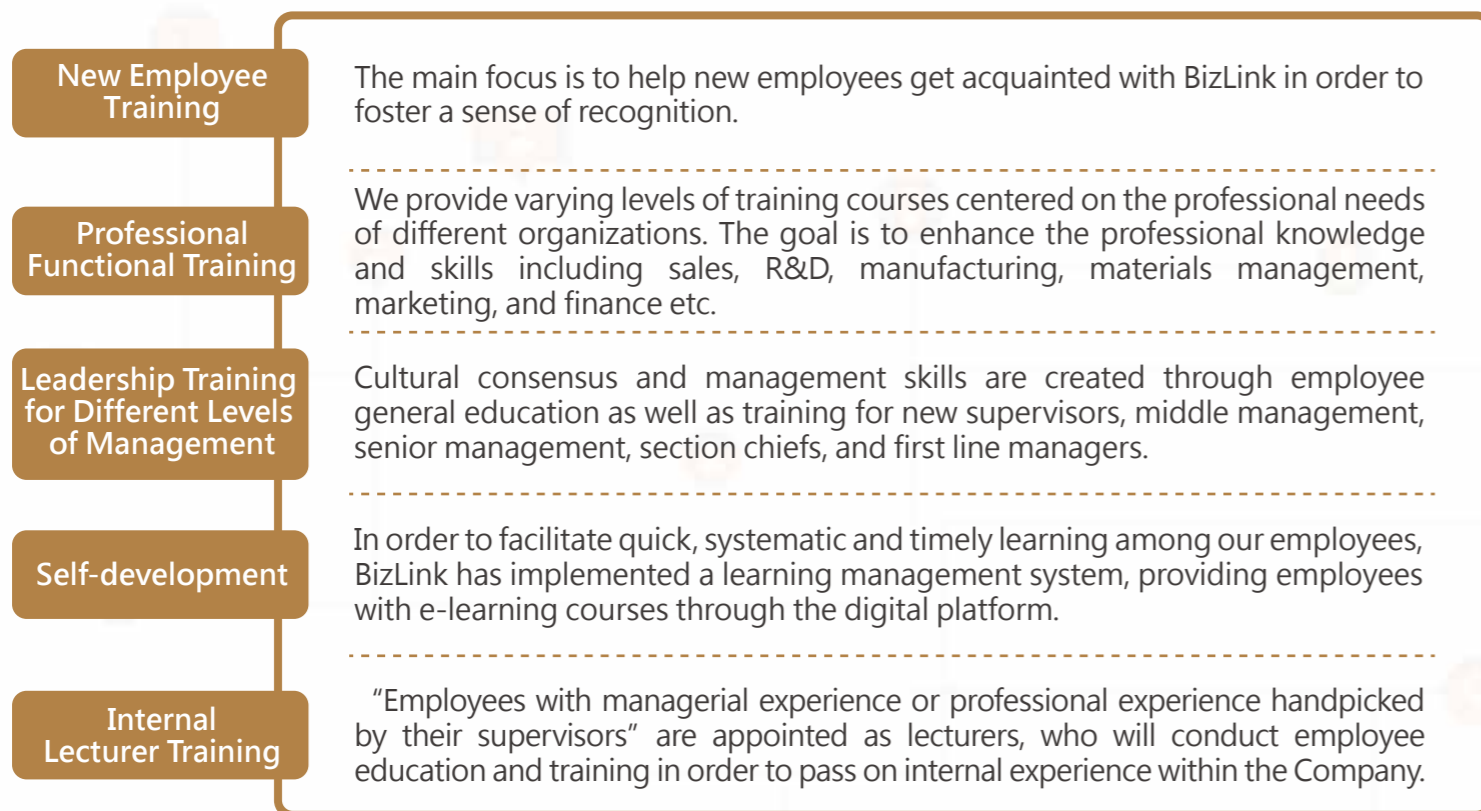
BizLink recruits outstanding talents from various fields through different channels in accordance with the Company's operational strategy and employee career development plan. Employee recruitment is conducted according to local laws and Responsible Business Alliance (RBA) regulations; we have never hired child labor, and we strictly prohibit forced labor and engaging minors in high-risk jobs. In addition, the Company has implemented an employee attendance information system in order to manage employee attendance and leave, thereby ensuring the wellbeing of their body and mind.

5.3 Employee Development, Education, and Training

BizLink is dedicated to becoming a sustainable organism, hence cultural cultivation is also an important consideration aside from business growth and profitability. On the other hand, talent development and training are the cornerstones of corporate sustainability, therefore elite talent training and talent turnover are regarded as crucial management indicators that enable the employees to grow together with the Company. BizLink's talent development and training approaches are outlined below:

Extensive Education and Training Framework

BizLink endeavors to foster growth for our employees and the Company by creating an environment conducive to continual learning and development. We have established a sound education and training framework based on vocational training and personal development plans. The framework consists of 5 major aspects: new employee training, professional training, leadership training for different levels of management, self-development, and internal lecturer training. The aim is to help our employees materialize the core values of BizLink and accomplish the Company's vision and strategies.



Training condition at various locations

Unit: Average training hours

Category	Management Personnel (section chief or above)		Indirect Personnel		Direct Personnel		
	Female	Male	Female	Male	Female	Male	
Allocation	Taiwan	9	16.3	13.8	19.7	0	0
	China	21.72	15.91	18.12	18.95	25.69	14.27
	USA	2.62	5.24	6.18	8.83	2.86	2.12
	Malaysia	12.7	12.7	9	9	1.25	1.25
	Mexico	0	0	1	1	1	1
	Belgium	15	30	21.5	42.5	0	0
	Slovakia	16.7	18.7	23.6	26.7	12.2	51.7
	Serbia	16	16	26.5	16.4	3.84	6.74

[Note] Average training hours = course man hours/number of employees

In 2018, the number of employee training hours in BizLink totaled 106,182 hours, averaging 11.46 hours per person, equivalent to more than NT\$2.56 million. The course themes include vocational skills and management training, such as management skill improvement, quality assurance, R&D/engineering, manufacturing management, HR administration, sales, financial management, resource management etc.

5.4 Protection of Employees' Rights

5.4.1 Work and Employment Rights Protection

In order to guarantee our employees' rights, BizLink has complied with all legal regulations to establish our systems :

- **Legal Hiring**

BizLink also complies with various labor laws, refusing to hire child labor under the age of 15 and all employees under the age of 18 are prohibited from engaging in high-risk work. All changes to labor conditions are reported in accordance with the law.

- **Free from Sexual Harassment and Discrimination**

The Company prohibits any form of sexual harassment, tangible or intangible. Besides implementing relevant regulations, we have also established grievance mechanisms such as anti-sexual harassment helpline and e-mail for our employees. Our employees are not discriminated against based on their race, religion, color, nationality or gender. No sexual harassment or discrimination related disputes have taken place at BizLink.

- **Fair Performance Evaluation Mechanism**

The purpose of BizLink's performance management and development system is to integrate and improve the overall performance of each employee and the organization. In order to materialize bilateral communications and employee development/planning, we have conducted evaluation through a fair and reasonable performance evaluation procedures; they are used to determine issues including employee promotion, remuneration adjustments, bonus payment as well as employee development and training needs, etc. If employees are found to be incompetent at their current posts, the priority is to consider offering them adequate training program or help them transfer to a more suitable department or subsidiary business. If they are still unable to fulfill the cooperative relationship between the Company and employees, they will be given adequate severance pay as stipulated by the law along with related documents that will assist them to apply for unemployment benefits or vocational training to ensure that their rights to work are not affected.

The Company's performance evaluation mechanism for all direct employees (on the job for more than 3 months) consists of 3 main steps :

- (1) Goal stipulation : The annual goal is stipulated by the department supervisors and employees at the beginning of each year.
- (2) First semi-annual evaluation : The target achievement progress of the first half of the year is communicated to employees by the department supervisor, and the first semi-annual evaluation is conducted.
- (3) Annual evaluation : The department supervisor communicates the target achievement progress of Q4 and for the year, and the annual evaluation is conducted.
- (4) Performance evaluation outcome communication : In order to assist our employees to improve their performance, pursue their career plan and enhance the Company's performance, the supervisor conducting the preliminary evaluation should interview the employees to discuss their evaluation result, direction for improvement and future development plans. The aim is to increase bilateral communication between the Company and the employees.

5.4.2 Remuneration Protection

BizLink sees great importance in our colleagues' remuneration and welfare, therefore we have implemented competitive remuneration and welfare policies at our major operating locations. Every year, we conduct a remuneration survey, taking into consideration remuneration standards in different markets and the overall economic indicators in order to make the appropriate adjustments to our colleagues' remuneration. Furthermore, we offer highly competitive starting salaries to attract more talents to join the Company. Employee remuneration is determined by their educational level, work background, expertise, professional experience, and individual performance, and not by gender. New employees at our main operating locations are not given different starting salaries because of their race, religion, political stance, gender, marital status or affiliation with a labor union.

BizLink's remuneration policy is formulated based on the following principles :

- We pay attention to and comply with local regulations to create harmonious labor relations within the legal framework to strive towards corporate sustainability.
- This is formulated and adjusted in accordance with the supply and demand on the labor market and product profitability, hoping to stay competitive in the labor market.
- Using the market value of different expertise and the contributions of the employees' jobs, combined with the performance evaluation management system, we will provide suitable remuneration for the employees that will serve as the incentive for unleashing their full potential.
- Standard starting salary of direct employees (minimum salary) complies with the local minimum wage regulations.
- We regularly review relevant systems such as remuneration standards in order to remain superior to the market remuneration standards.
- As an incentive, the Company distributes performance bonus according to the performance of the Company and employees in order to reward them for their contributions and encourage them to keep up their efforts. The amount of bonus received by each employee is determined by their job description, contribution and performance evaluation.



5.4.3 Pension System

BizLink abides by local regulations in Taiwan such as the Labor Standards Act and the Labor Pension Act, where a fixed percentage of the employees' salaries are contributed to the pension account as required by the law. For employees in China, the Company has provided them with endowment insurance based on the local law, so that our colleagues' livelihood after retirement can be guaranteed.

BizLink plants worldwide have set aside retirement pension for our employees in accordance with local retirement regulations. All of our employees are part of the retirement plan. For plants in Taiwan, employees who were hired before June 30, 2005, will be able to retain their pension accumulated under the old labor pension system. The old labor pension system stipulates that 2% of each employee's monthly salary must be contributed towards the old labor pension system Workers' Retirement Fund at the Central Trust of China. Under the new labor pension system, 6% of each employee's monthly salary must be contributed towards the Individual Labor Pension Account. On top of the fixed pension contributed by the employer (6% of the employees' salary), the employees may also choose to contribute 0-6% of their salaries to the Individual Labor Pension Account.



5.5 Employee Relations

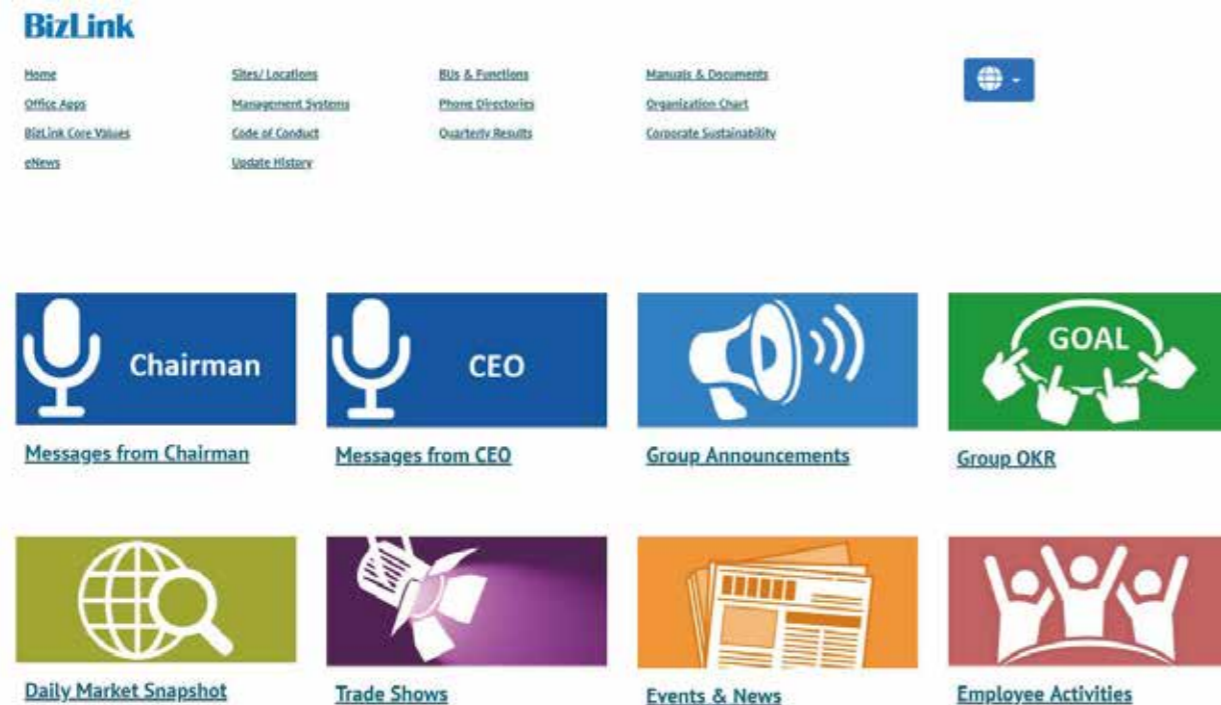
In order to foster harmonious labor relations, BizLink has strived to establish diverse bilateral communication channels and listen to the employees' thoughts. Through regular interdepartmental communication meetings, as well as employee grievance mechanisms that guarantee absolute confidentiality, we have created a comprehensive communication platform to ensure seamless, transparent and immediate communication between the Company and employees. The aim is to protect each employee's legal rights.

• Company Intranet

In order to let our colleagues receive and understand Company and Welfare Committee related information quickly, we have created the BizLink Portal platform, mainly for the provision of detailed Company regulations and announcements, so that the employees can receive important information from the Company. In turn, the employees can also provide suggestions and inquiries to us, where our dedicated staff will offer the necessary assistance.

• Company Internal Publications

BizLink engages in diversified interactions with our colleagues. We provide a platform for them to share their thoughts and opinions with others through our monthly internal publication "BizLink eNews" Furthermore, various Company-related information is also featured in the publication, communicating the Company's operating conditions to our colleagues. In 2018, the Company published 12 internal publications, and electronic versions of these publications are stored in the Company intranet (BizLink Home), allowing our colleagues to read the latest publications and information by different plants and units. In supporting energy conservation and carbon reduction, BizLink strives to minimize the number of printed publications in order to cherish trees and love the Earth.



• **Two-way Communication Meeting**

BizLink regularly holds “management meetings” and “Taipei office employee communication meetings” to hold dialogues with our employees. In 2018, BizLink hosted 24 employee communication meetings. More than 90% of 64 proposals total made by employees were concluded in 2018, showing that the Company values employee feedback and offers immediate and effective solutions. We will strive to maintain an even smoother communication channel and harmonious relations with our employee.

• **Encourage employees to participate in club activities**

The Company encourages employees to participate in healthy recreational activities in order to enrich their personal lives and engage in skill interactions.

This not only fosters their physical and mental wellbeing but also brings the colleagues closer by creating a vivacious, creative and cheerful work environment.



Badminton Club



Yoga Club



Guitar Club



Road Runners Club



Basketball Club



Dance Club



Hiking Club

• “Employee Grievance” Channel

Based on the needs and differences at various locations, the Company has established an employee grievance hotline, e-mail, suggestion box or counseling station for our colleagues to communicate their suggestions, opinions, and feedbacks. In 2018, we received 2 Grievances (1 labor dispute in Taiwan and 1 remuneration and attendance dispute in Xiang Yao site, Shenzhen), both were responded to and satisfactorily resolved, achieving a closure rate of 100%. Additionally, we have appointed an exclusive HR service representative for each business unit in order to ascertain the employees' needs and opinions and to provide them with timely response and assistance.



• Workplace Sexual Harassment Prevention

BizLink strives to build a gender-friendly work environment by implementing the philosophy of workplace gender equality and prohibiting any form of sexual harassment in the workplace. Moreover, we have clearly stipulated relevant regulations such as the Code of Conduct along with sexual harassment prevention helpline and e-mail (esg@bizlinktech.com). The information of employees filing grievances are kept strictly confidential in order to protect their rights and create a friendly workplace where employees can work with peace of mind.

5.6 Life at BizLink

BizLink endeavors to create a comprehensive employee welfare system in order to tirelessly care for our colleagues. Through various employee welfare programs, we are able to protect the fundamental welfare of our colleagues, and it is our responsibility to provide them with a healthy, safe work environment, thereby making each employee a happy member of the BizLink family. BizLink offers extensive welfare measures designed to cater to our employees' needs and comply with local regulations.

5.6.1 Diversified Welfare Measures

Healthy Workplace and Welfare Measures

Employees are the Company's most important assets, therefore BizLink is dedicated to creating a healthy work environment for our colleagues in order to protect their physical and mental wellbeing.

Annual Physical Exam

BizLink provides annual physical exams to senior executives (VP or above), Taiwanese managers in China or employees in the Taipei office who have worked for BizLink for at least a year and are at least 40 years old. They are entitled to one day paid leave to receive the physical exam; the aim is to let our employees keep track of their physical health, thereby achieving the philosophy of prevention is better than cure and protecting the safety and wellbeing of our employees.



Counseling Room

The counseling room serves to promote mental wellbeing-related knowledge and psychological health education. Other services include personal or group psychological counseling to help our employees overcome psychological problems and elevate their quality of life through enrichment.

All BizLink employees may receive stress management, mood management, marriage, family, and parenting related counseling services either individually or as a group.

A total of 246 persons received counseling service in 2018 with an overall satisfaction score of 4.89 (1 being very unsatisfied and 5 being very satisfied), indicating that the counseling service has successfully helped our employees find spiritual peace. We will continue providing employees with psychological counseling service in order to offer them stability and peace of mind.

Type of Counseling service	Number of Persons
Health management (such as stress and insomnia)	31
Mood management	48
Child education	63
Marriage and family-related emotions	61
Interpersonal communication	22
Career planning	11
Others	10

Counseling Room

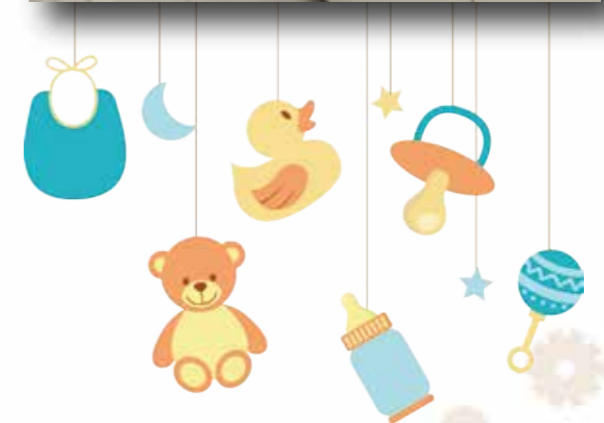


Nursing Room

BizLink provides a mother-friendly workplace for them to tend to their nursing needs while at the office. The comfortable, well-appointed space and bright, discreet environment offer mothers peace of mind.



Nursing Room



Employee Dormitory

Employee dormitories are available at the Kunshan and Shenzhen production sites, providing accommodations for our employees after working. The spacious room accommodates 6-8 persons and has an AC, heater, WiFi, shower room and balcony. They have been installed to cater to the employees' needs. Each dorm is also equipped with coin-operated laundry, as well as outdoor facilities such as basketball court and badminton court. Indoor facilities include a library, pool room, and table tennis; the roomy environment makes our employees feel at home. Shenzhen site's spacious, comfortable environment was selected by Shenzhen Urban Management Bureau as a garden community.

Employee Cafeteria

Employee cafeteria is available at BizLink's Kunshan and Shenzhen production sites in China, providing an outstanding dining environment to replenish the employees' energy and allow them to rest after a hard day at work.

Pool Room

Provides the employees with a recreational and socializing venue, where they can unwind after work.



5.6.2 Occupational Safety and Health

BizLink provides employees with a healthy and safe work environment based on OHSAS 18001 and ISO 14001 management systems. Furthermore, we have also taken resources such as WHO, international literature, and case studies into consideration in order to design a health risk analysis method that can be used to assess the health risk of related operations. Provides employees with autonomous healthcare concept, where the element of health is incorporated into the process of operational risk identification to improve risk prevention awareness.

Every year, our HR department conducts an inventory of high risk and hazardous operations in various plants and implements a multitude of management measures based on the hazards' characteristics. These include orientation training and on-the-job occupational hazard training, regular monitoring of work environment, and regular employee physical exam in order to control and minimize risks and hazards, thereby achieving the goal of zero occupational diseases throughout the year.

Considerations for purchasing high-risk equipment and machinery include safety identification and protective measures. Safety design and protection are conducted during machinery procurement to reduce operational risks for the operators while ensuring occupational safety and production efficiency at the same time. In addition, for front-line colleagues who are working in special work environments with noise, ionizing radiation, dust, and nickel hazards, we have provided them with complete protective gear, SOP and health protection tracking measures, as well as education and training. Besides minimizing risks, they also serve to manage the operating environment effectively in order to create a safe environment for our employees with work safely and with peace of mind.

In 2018, BizLink achieved an occupational disease rate (ODR) of zero.

Inventory Table of Main Operational Hazards

Site	Hazard Category	Description of Operation	Protective Measures
Kunshan	Noise, stannic oxide, laser, ethanol, ink, x-radiation	<ul style="list-style-type: none"> Noise from the weaving and cabling machine Stannic oxide smoke generated from welding Laser equipment light shield Ethanol used for printing and ink solvent X-ray machine operation 	<ul style="list-style-type: none"> Wear earplugs Localized ventilation and wear masks Wear goggles Localized ventilation and wear masks Wear protective gear such as a dosimeter
Kunshan OptiWorks	Noise, stannic oxide, laser, ethanol	<ul style="list-style-type: none"> Welding generates slight noise Welding raw materials using lead-free solder generates stannic oxide risk Ventilation equipment, automatic dust collector Laser binding and labeling operation, laser testing equipment in closed areas Wipe and clean metal surfaces with alcohol 	<ul style="list-style-type: none"> Wear earplugs Localized ventilation and wear masks Wear masks Wear goggles Wear gloves and install a safety cabinet
Xiamen	Finger trapping or cutting injury	<ul style="list-style-type: none"> Crimping machine Stripping machine Blade operation 	<ul style="list-style-type: none"> Wear gloves
Shenzhen Xiang Yao	Noise, high temperature, dust	<ul style="list-style-type: none"> Noise from machinery and equipment in the production shop High temperature from the tin melting furnace Dust from the plastic material shop 	<ul style="list-style-type: none"> Wear earplugs Install water curtain and fans Install dust collector and wear dust masks
Shenzhen Tong Ying,	Noise, high temperature, dust, lead, Ethanol	<ul style="list-style-type: none"> Noise from machinery and equipment in the production shop High temperature and waste gas from the tin melting furnace High temperature from the Teflon production line Dust from the grinding platform at the plastic material production line Waste gas from the plastic material production line 	<ul style="list-style-type: none"> Wear earplugs Install water curtain, fans, herbal tea, and waste gas ventilation equipment Eco-friendly AC units Install dust collector and wear dust masks Install centralized processing equipment

Disaster Prevention Promotion and Fire Drill

BizLink conducts regular disaster prevention knowledge once a year through teaching materials designed for the Company's e-learning system. All our employees are required to study the materials, which includes fire, wind disaster, floods and earthquake-related knowledge, as well as the correct response measures that should be taken. The goal is to instill correct disaster prevention concepts in all of our employees and to engage in practical drills on the most common disaster, fire, so that they can understand the necessary steps and precautions to take in the event of a fire. The drills are conducted annually throughout our global locations and the documented information is published on the Company intranet for our colleagues' reference.



Environmental Safety and Health Education and Training

The purpose of organizing environmental health training courses is to let our plant employees become familiar with the work environment and protection measures so that they will know how to use the machinery, equipment, and chemical products correctly. We aim to minimize occupational injuries and accidents by instilling the correct concepts in our employees.



Site	Hazard Category	Description of Operation	Protective Measures
Shenzhen BizConn	Noise, high temperature, dust, Ethanol, lead	<ul style="list-style-type: none"> Noise from the stamping press High temperature from the plastic injection molding machine Dust from molds Lead: Welding tin used for assembly and production Ethanol: Alcohol is used to wipe and clean metal surfaces 	<ul style="list-style-type: none"> Wear earplugs Install fans, Employee rehydration Wear masks Install extraction fans and wear gas masks Wear gloves and install a safety cabinet
Foshan	Noise, stannic oxide, toluene, high temperature	<ul style="list-style-type: none"> Noise from machinery and equipment in the production shop High temperature from the tin melting furnace 	<ul style="list-style-type: none"> Wear earplugs Install extraction fans and wear gas masks
Changzhou	Talc dust, smoke, noise, dimethylbenzene, MEK, high temperature	<ul style="list-style-type: none"> Talc dust, smoke, plastic extrusion/rubber, taking up, laying up Smoke, stick welding, tin welding, PC & WH Noise : plastic extrusion/rubber, weaving, doubling, taking up, laying up, cutting (PC), pneumatic stripping, crimping (PC), ultrasonic welding (PC) MEK, dimethylbenzene, plastic extrusion/rubber, taking up, laying up, hazardous material manager High temperature, PVC&RC 	<ul style="list-style-type: none"> Dust collector, dust mask Smoke extractor, dust mask Protective earplugs or ear muffers Activated carbon mask, protective gloves, mechanical extractor fan Fan, cool drink
Malaysia	Smoke, lead, noise from welding	<ul style="list-style-type: none"> Smoke and lead evaporation under high temperature Mechanical stamping noise 	<ul style="list-style-type: none"> Smoke extraction system, gloves, and mask Wear earplugs
Mexico	Noise	Noise from production line equipment and machinery	Wear earplugs
Texas, USA	Noise	Noise from production line equipment and machinery	Wear earplugs





6

BizLink and Society

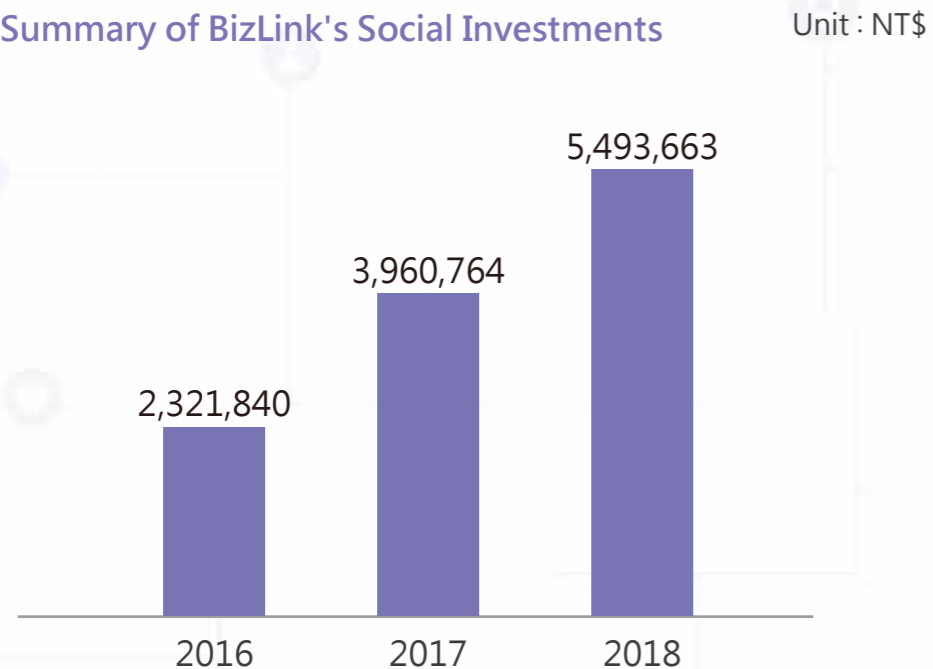
6.1 Participation in Social Welfare

6.1 Participation in Social Welfare

As the Company's business and performance continue to grow, we also strive to make contributions to the land we grew up in. By upholding the principle of "Give back what you take from society", BizLink has materialized our benevolence and affection in the form of tangible actions so that we can embrace the society, fulfill our corporate social responsibilities and contribute towards a brighter future.

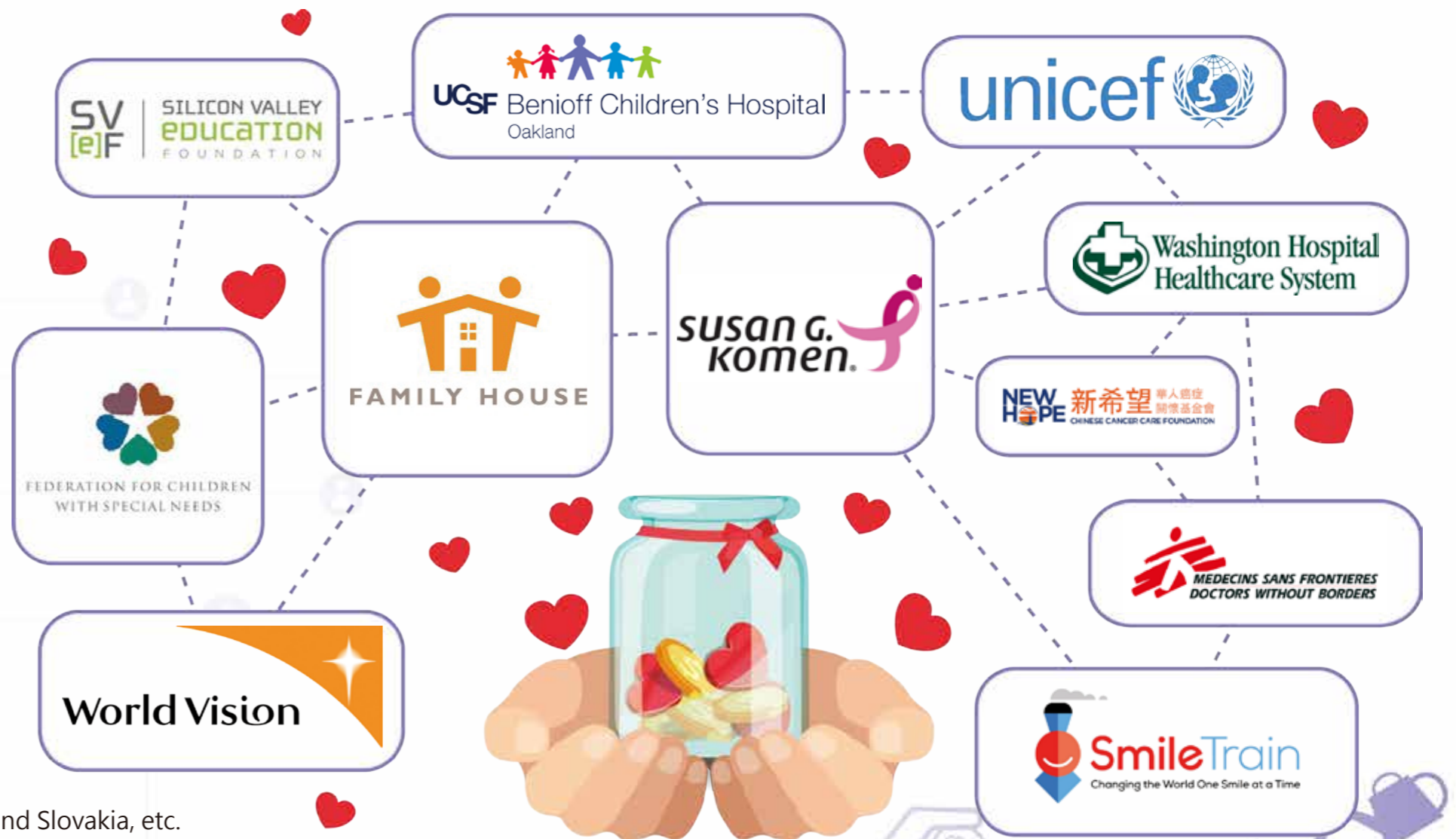
In 2018, BizLink locations worldwide donated NT\$5,493,663 to charitable causes, 38.7% more than in 2018. In the future, we will continue to uphold the positive attitude and participate in social welfare-related activities, thereby spreading love to all corners of the world and fulfilling our duties as a global corporate citizen.

Summary of BizLink's Social Investments



USA

BizLink has sponsored social welfare activities over many years, and the Company deeply cares about issues including children's welfare, international medical care, and disease prevention. The NPOs we regularly support include UNICEF, World Vision, Doctors without Borders, Washington Hospital's ER and ICU construction projects, S. G. Komen Breast Cancer Foundation, Friends of Children with Special Needs (FCSN), UCSF Benioff Children's Hospital, and Smile Train Cleft Lip and Palate Children's Charity.



[Note 1] The statistics encompass locations including Taiwan, the USA, China, and Slovakia, etc.

[Note 2] Converted to TWD based on an average exchange rate of USD:30.13, EUR:35.39 in 2018

Taiwan

NCTU's Advanced Rocket Research Center (ARRC) Rocket R&D Project

BizLink supports aerospace technology development and talent cultivation. We have sponsored the rocket R&D team chaired by NCTU Professor Tsung-Hsin Wu as well as students from NCTU's Mechanical Engineering Department, NTUT's Electronic Engineering Department, and NCKU's Department of Engineering Science to develop small proprietary satellite launch vehicles in Taiwan since 2016.

The ARRC rocket conducted its test flight on December 1, 2018. The orange-red rocket successfully launched into the sky, leaving behind a trail of white smoke. The test ushered in a new age of MIT rockets and space aspirations despite the separation system and recovery system not deploying as planned.



▲ ARRC research team- Project Leader Dr. Chongsin Wu is the first man on the left



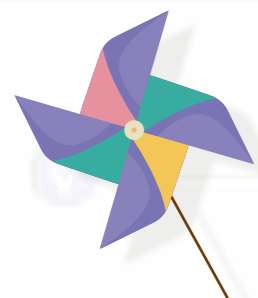
▲ ARRC rocket test-launch on December 1, 2018

Interdisciplinary Education

BizLink strives to provide social and educational support to remote townships that are lacking in resources so that the students there may receive professional assistance, and be given an opportunity to develop their talents. The Company sponsored the baseball team from Bei-Nan Elementary School in Taitung County to participate in the SuperCamp, where they learned about fundamental skills associated with modern technologies such as robots, programming, and drones under the guidance of professional teachers and enthusiastic volunteers. The purpose of the camp is to foster interaction between children from the rural and urban areas so that they can all learn new knowledge.



▲ BizLink supports school children from remote townships to balance educational resources.



Changzhou, China

“A Bag of Milk go Ballistic” Charity Health Walk Event

BizLink cares about the nutrition of school children from disadvantaged families; our employees voluntarily initiated small donations to sign up for the health walk. The organizer estimates that over 15,000 people have participated for the event, raising a total of NT\$3.5 million through personal and corporate donations. The funds raised will ensure that 2,000 school children from disadvantaged homes will be able to enjoy a bottle of milk every morning over the entire school year.



▲ The total length of the health walk is 35km, and BizLink employees participated enthusiastically in the event, raising money to purchase milk for disadvantaged school children every day.



Slovakia

The petty cash donation drive was started voluntarily by BizLink employees, and serves to help underprivileged groups. In 2018, our employees joined the Dúha v srdci charity fundraiser, which assists children with disabilities.



▲ Photo from the Dúha v srdci charity fundraiser in Slovakia

Third Party Assurance Statement

SGS**ASSURANCE STATEMENT****SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE
BIZLINK HOLDINGS INC'S CORPORATE SUSTAINABILITY REPORT FOR 2018****NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION**

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by BizLink Holdings Inc. (hereinafter referred to as BIZLINK) to conduct an independent assurance of the Corporate Sustainability Report for 2018 (hereinafter referred to as CSR Report). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the sampled text, and data in accompanying tables, contained in this report.

The information in the BIZLINK's CSR Report of 2018 and its presentation are the responsibility of the management of BIZLINK. SGS has not been involved in the preparation of any of the material included in BIZLINK's CSR Report of 2018.

Our responsibility is to express an opinion on the report content within the scope of verification with the intention to inform all BIZLINK's stakeholders.

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 101: Foundation 2016 for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

This report has been assured using our protocols for:

- AA1000 Assurance Standard (2008) Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2008) at a moderate level of scrutiny; and
- evaluation of the report against the Global Reporting Initiative Sustainability Reporting Standards (2016)

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, CSR committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant. Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from BIZLINK, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, EICC, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

VERIFICATION/ ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the information and data contained within BIZLINK's CSR Report of 2018 verified is accurate, reliable and provides a fair and balanced representation of BIZLINK sustainability activities in 01/01/2018 to 12/31/2018.

The assurance team is of the opinion that the Report can be used by the Reporting Organisation's Stakeholders. We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting. In our opinion, the contents of the report meet the requirements of GRI Standards in accordance with Core Option and AA1000 Assurance Standard (2008) Type 1, Moderate level assurance.

AA1000 ACCOUNTABILITY PRINCIPLES (2008) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS**Inclusivity**

BIZLINK has demonstrated a fair commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, BIZLINK may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

Materiality

BIZLINK has established processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

Responsiveness

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS (2016) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, BIZLINK's CSR Report of 2018, is adequately in line with the GRI Standards in accordance with Core Option. The material topics and their boundaries within and outside of the organization are properly defined in accordance with GRI's Reporting Principles for Defining Report Content. Disclosures of identified material topics and boundaries, and stakeholder engagement, GRI 102-40 to GRI 102-47, are correctly located in content index and report. For future reporting, it is recommended to have more descriptions of BIZLINK's involvement with the impacts for each material topic (103-1), the process on how material topics were identified and the process of setting goals and targets are also recommended.

Signed:

For and on behalf of SGS Taiwan Ltd.



David Huang
Senior Director
Taipei, Taiwan
29 April, 2019
WWW.SGS.COM



AA1000
Licensed Assurance Provider
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GRI Standards Content Index

GRI Standards	Disclosure Items	Report Chapter	Page Number	Omission	
General disclosure					
GR 102 general disclosure					
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	102-2	Activities, brands, products, and services	2.1 Company Profile	14	
	102-3	Location of headquarters	2.1 Company Profile	14	
	102-4	Operating locations	2.1 Company Profile	14	
	102-5	Ownership and legal form	2.1 Company Profile	14	
	102-6	Market served	2.1 Company Profile	14	
	102-7	Size of the organization	2.1 Company Profile	14	
	102-8	Information on employees and other workers	5.2.1 Employee Structure and Allocation	47	
	102-9	Supply chain	3.2 Supply Chain Sustainability Management	26	
	102-10	Significant changes to the organization and its supply chain	Report introduction 2.1 Company Profile 2.2 Corporate Governance 3.2 Supply Chain Sustainability Management	01 14 18 26	
102-11	Precautionary principles or approach	2.2 Corporate Governance 4.1 Environmental Policy and Green Strategy	18 35		
102-12	External initiatives	4.2 Response to Climate Change and Global Warming	37		
102-13	Membership of associations	2.1.4 Public Organization Membership	17		
2.Strategy	102-14	Statement from senior decision-maker	Message from the management	03	
	102-15	Key impacts, risks, and opportunities	Message from the management	03	

GRI Standards	Disclosure Items	Report Chapter	Page Number	Omission
3.Ethics and Integrity	102-16 Values, principles, standards and, norms of behavior	1.1 CSR Perspective and Commitment	05	
		2.2.6 Ethics, Integrity and Anti-corruption	20	
		4.1 BizLink's Environmental Policy and Green Strategy	35	
	102-17 Mechanisms for advice and concerns about ethics	2.2.6 Ethics, Integrity and Anti-corruption	20	
	102-18 Governance structure	2.2 Corporate Governance	18	
	102-40 List of stakeholder groups	1.2.1 Materiality Analysis Procedure	07	
		1.2.2 Stakeholder Engagement Mechanism	11	
5.Stakeholder Engagement	102-41 Collective bargaining agreements	5.5 Employee Relations Note : BizLink has yet to formulate any collective bargaining agreements	54	
	102-42 Identifying and selecting stakeholders	1.2.1 Materiality Analysis Procedure	07	
	102-43 Approach to stakeholder engagement	1.2.1 Materiality Analysis Procedure	07	
		1.2.2 Stakeholder Engagement Mechanism	11	
	102-44 Key topics and concerns raised	1.2.1 Materiality Analysis Procedure 3.3 Customer Service and Satisfaction	07 32	
	102-45 Entities included in the consolidated financial statements	Report introduction 2.2 Corporate Governance	18	
	102-46 Defining report content and topic boundaries	Report introduction 1.2 Stakeholder Identification	07	
6.Reporting Practice	102-47 List of material topics	1.2.1 Materiality Analysis Procedure	07	
	102-48 Restatements of information	2.1 Company Profile	14	This is BizLink's first report, therefore it contains only new information
	102-49 Changes in reporting	Note: None	-	
	102-50 Reporting period	Report introduction	01	

GRI Standards	Disclosure Items	Report Chapter	Page Number	Omission	
6.Reporting Practice	102-51	Date of most recent report	Report introduction	01	
	102-52	Reporting cycle	Report introduction	01	
	102-53	Contact point for questions regarding the report	Report introduction	01	
	102-54	Claims of reporting in accordance with the GRI standards	Report introduction	01	
	102-55	GRI content index	GRI Standards mapping table	66	
	102-56	External assurance	Third-party assurance	65	The Company intends to obtain third-party assurance for the annual report in the second half of 2018
Material topics					
GRI 103 Management Approach	103-1	Explanation of the material topic and its boundary	Report introduction	01	
	103-2 103-3	The management approach and its components Evaluation of the management approach	2.1	Company Profile	14
			2.2	Corporate Governance	18
			2.2.6	Ethics, Integrity and Anti-corruption	20
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			3.3.	Customer Service and Satisfaction	32
			4.1	Environmental Policy and Green Strategy	35
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			5.1	Employee Policy	47
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GRI Standards	Disclosure Items	Report Chapter	Page Number	Omission
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		5.4 Protection of Employees' Rights	52	
		5.6 Life at BizLink	56	
		6.1 Participation in Social Welfare	62	
	201-2 Financial implications and other risks and opportunities due to climate change	Message from the management	03	
		2.2.5 Company's Legal Compliance	20	
		2.2.6 Anti-Corruption and Principle of Integrity	20	
		2.2.7 Public Policy	20	
		2.2.8 Protection of Client Privacy	21	
		2.2.9 Risk Management	21	
2.2.9.1 Risk Management Organizational Structure		21		
2.2.9.2 Operational Risk Management		22		
GRI 201 Economic Performance	201-3 Defined benefit plan obligations and other retirement plans	2.2.9.3 Financial Risk Management	22	
		2.2.9.4 Risk Identification and Control Measures in 2017	22	
		4.2 Response to Climate Change and Global Warming	37	
GRI 201 Economic Performance	201-4 Financial assistance received from government	4.3 GHG Reduction	40	
		5.4.3 Pension System	53	
GRI 202 Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	5.4.3 Pension System	53	Please refer to the Company's annual report (page **)
		5.4 Protection of Employees' Rights	52	
GRI 204 Procurement Practices	202-2 Proportion of senior management hired from the local community	5.2 Employee Profile	47	
		3.2 Supply Chain Sustainability Management	26	
GRI 205 Anti-corruption	204-1 Proportion of spending on local suppliers	2.2.6 Ethics, Integrity and Anti-corruption	20	
		2.2.6 Ethics, Integrity and Anti-corruption	20	
		2.2.6 Ethics, Integrity and Anti-corruption	20	
	205-1 Operations assessed for risks related to corruption			
	205-2 Communication and training about anti-corruption policies and procedures			
	205-3 Confirmed incidents of corruption and actions taken			

GRI Standards	Disclosure Items	Report Chapter	Page Number	Omission
GRI 206 Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Note : None	-	
GRI Standards	Disclosure Items	Report Chapter	Page Number	Omission
GRI 302 Energy	301-1 Materials used by weight or volume	4.4 Main Raw Materials Logistics	43	
	302-1 Internal energy consumption	4.3.3 Direct and Indirect Energy Consumption	43	
	302-3 Energy intensity	4.3.3 Direct and Indirect Energy Consumption	43	
	302-4 Reduction of energy consumption	4.3.2 Energy Saving Measures 4.3.3 Direct and Indirect Energy Consumption	42 43	
	302-5 Reductions in energy requirements of products and services	3.1 Green Product Design	24	
GRI 303 Water	303-1 Water withdrawal by source	4.5 Water Resource Conservation	44	Water source mainly consists of tap water stipulated by local authorities
	303-2 Water sources significantly affected by the withdrawal of water	Note : No influence	-	
GRI 305 Emissions	305-1 Direct (Scope 1) GHG emissions	4.3.1 Emissions Audit	40	
	305-2 Energy Indirect (Scope 2) GHG emissions	4.3.1 Emissions Audit	40	
	305-3 Other direct (Scope 3) GHG emissions	4.3.1 Emissions Audit	40	
	305-4 GHG emissions intensity	4.3.1 Emissions Audit	40	
	305-5 Reduction of GHG emissions	4.1.1 Environmental Management Goals 4.3.1 Emissions Audit	36 40	

GRI Standards	Disclosure Items	Report Chapter	Page Number	Omission	
GRI 306 Effluents and Waste	306-1	Water discharge by quality and destination	4.6 Wastewater and Sewage Management	46	
	306-2	Waste by type and disposal method	4.1.1 Environmental Management Goals	37	
	306-3	Significant spills	-	-	There were no significant spills in 2017
	306-4	Transport of hazardous waste	4.1.1 Environmental Management Goals	37	
	306-5	Water bodies affected by water discharges and/or runoff	BizLink's plants are all located inside industrial parks, and all our effluents are treated according to park regulations before they are discharged into the park's sewerage system.		-
GRI 307 Environmental Compliance	307-1	Violations of environmental laws	Note : None	-	
GRI 308 Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	3.2 Supply Chain Sustainability Management	27	
	308-2	Negative environmental impacts in the supply chain and actions taken	3.2 Supply Chain Sustainability Management	27	

GRI Standards	Disclosure Items	Report Chapter	Page Number	Omission	
GRI 401 Employment	401-1	New employee hires and employee turnover	5.2.2 Employee Retention	50	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.4 Protection of Employees' Rights	53	
			5.6 Life at BizLink	57	
401-3	Parental leave	5.2.2 Employee Retention	50		
GRI 402 Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	5.4 Protection of Employees' Rights	53	

GRI Standards	Disclosure Items	Report Chapter	Page Number	Omission
GRI 403 Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committees	5.6.2 Occupational Safety and Health	59
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	5.6.2 Occupational Safety and Health	59
	403-3	Workers with high incidence or high risk of diseases related to their occupation	5.6.2 Occupational Safety and Health	59
	403-4	Health and safety topics covered in formal agreements with trade unions	5.6.2 Occupational Safety and Health	59
GRI 404 Training and Education	404-1	Average hours of training per year per employee	5.3 Employee Development, Education, and Training	51
	404-2	Programs for upgrading employee skills and transition assistance programs	5.4 Protection of Employees' Rights	52
	404-3	Percentage of employees receiving regular performance and career development reviews	5.4 Protection of Employees' Rights	52
GRI 405 Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	5.2.1 Employee Structure and Allocation	47
	405-2	Ratio of basic salary and remuneration of women to men	5.4 Protection of Employees' Rights	52
GRI 406 Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	5.5. Employee Relations	54
GRI 407 Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	3.2 Supply Chain Sustainability Management	26
GRI 408 Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	3.2 Supply Chain Sustainability Management	27
			5.2.3 Recruitment	50
GRI 409 Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.2 Supply Chain Sustainability Management	26
GRI 410 Security Practices	410-1	Security personnel trained in human rights policies or procedures	Note : The security contractor hired by BizLink has complied with EICC standards in aspects such as management, education, and training during the selection process, therefore 100% of our security personnel are trained in human rights procedures.	-




GRI Standards	Disclosure Items	Report Chapter	Page Number	Omission
GRI 412 Human Rights Assessment	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	BizLink has stipulated CSR Best Practice Principles, where related investment agreements and contracts are assessed by the Legal Affairs Department for legal compliance.	-	
GRI 414 Supplier Social Assessment.	414-1 New suppliers that were screened using social criteria	3.2 Supply Chain Sustainability Management	26	
	414-2 Negative social impacts in the supply chain and actions taken	3.2 Supply Chain Sustainability Management	26	
GRI 416 Customer Health and Safety	416-1 Assessment of the health and safety impacts of products and service categories	3.1 Green Product Design Note : All BizLink products have passed health and safety impact assessment	24	
	416-2 Incidents of non-compliance concerning the health and safety impacts or products and services	Note : In 2017, the Company did not violate any product and service health and safety related laws.	-	
GRI 417 Marketing and Labeling	417-1 Requirements for product and service information and labeling	3.1 Green Product Design Note : All of BizLink's products comply with related information and labeling regulations	24	
	417-2 Incidents of non-compliance concerning product and service information and labeling	BizLink did not violate any product and service information and labeling related laws in 2017.	-	
	417-3 Incidents of non-compliance concerning marketing communications	In 2017, BizLink did not violate any marketing related laws.	-	
GRI 418 Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2017, BizLink did not breach any Customer privacy or loss of customer data.	-	
GRI 419 Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	In 2017, BizLink did not incur any major violations or fines.	-	

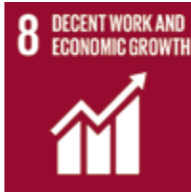



UN Sustainable Development Goals (SDGs) Mapping Table

UN Sustainable Development Goals (SDGs) were proposed by the UN in 2015 for the purposes of achieving sustainability goals of health (people), ecological sustainability (planet), economic prosperity, peace and collaboration (partnership). SDGs rely on enterprises' innovative products and technologies, as well as collaboration with government, UN, international organizations and various stakeholders.

BizLink pays attention and responds to the global trend by evaluating the risks and opportunities of our business activities on SDGs. Using our core competencies as the foundation, we have examined our sustainability blueprint from operational, product, supply chain and social perspectives in order to generate the optimal performance. The Company will continue to research and develop innovative, energy-efficient products, as well as improve our energy and resource efficiency. In regards to the social aspect, we will promote environmental protection on an ongoing basis and participate in public welfare activities.

BizLink's sustainable development goals are consistent with UN's SDGs, and they are incorporated into the Company's mid to long-term development in order to contribute towards the materialization of global sustainability.

Development Goals	BizLink's Mid to Long-term Goals	UN Sustainable Development Goals (SDGs)	Key Tasks at BizLink	Corresponding Chapter	Page Number
Community engagement	Care about and assist disadvantaged communities in order to achieve prosperity together	 	<ul style="list-style-type: none"> Long-term public welfare plan 	6.1 Participation in Social Welfare	62
	Promote a healthy, caring and friendly culture		<ul style="list-style-type: none"> Organize regular employee physical exams 	5.6.1 Diversified Welfare Measures	56
Employee care	Provide employees with a safe work environment		<ul style="list-style-type: none"> Promote "Friendly Workplace" project Improve the quality of food, clothing, accommodation, transport, education, and entertainment in the plants 	5.6.1 Diversified Welfare Measures	56
	Rigorous on-the-job training programs ensure a steady supply of exceptional, professional talents.		<ul style="list-style-type: none"> Establish an internal education and training system to elevate the employees' skills 	5.3 Employee Development, Education, and Training	51

Development Goals	BizLink's Mid to Long-term Goals	UN Sustainable Development Goals (SDGs)	Key Tasks at BizLink	Corresponding Chapter	Page Number
Employee care	Discover and train external talents by entering schools		<ul style="list-style-type: none"> Organize campus recruitment programs to discover manager trainees Encourage our employees to refer talents and develop diverse recruitment channels 	5.2.1 Employee Structure and Allocation	47
	Provide competitive remuneration and benefits in the industry		<ul style="list-style-type: none"> Provide remuneration plans better than that of the local remuneration standards in order to attract and retain talents 	5.4.2 Remuneration Protection	52
	Generate the greatest profit for our shareholders and become a competitive enterprise		<ul style="list-style-type: none"> Provide the best solutions and service, refine production technology, improve the quality of products and continue to promote production automation 	3.1 Green Product Design	24
	Comply with the international safety and health management system in order to build a healthy, safe environment		<ul style="list-style-type: none"> Continue to improve the work environment and safety system 	5.6.2 Occupational Safety and Health	59
	Reduce occupational disasters and respect human rights		<ul style="list-style-type: none"> Implement labor rights management in accordance with local laws and related international regulations such as RBA 	5.2.3 Employee Recruitment	50
	Respect individual differences and achieve workplace equality through UNGC (United Nations Global Compact)		<ul style="list-style-type: none"> Comprehensive employee evaluation system eliminates unfair treatment 	5.4.1 Work and Employment Rights Protection	52
Environmental Protection	Energy conservation and carbon reduction, strive to become a green, low carbon enterprise		<ul style="list-style-type: none"> Continue to promote carbon reduction programs and install solar power systems, 	4.3.2 Plant Energy-saving Measures	42
	Pursue optimal utilization of resources in order to minimize environmental impact		<ul style="list-style-type: none"> Continue to design energy and material efficient green products 	3.1 Green Product Design	24
Unleash supply chain influence	Promote green value industry chain		<ul style="list-style-type: none"> Implement supply chain risk management. Establish RBA "outstanding supplier partner" database. Foster anti-corruption awareness among suppliers. 	3.2.1 Supplier Sustainability Regulations	27



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