

2020 Annual Report

BizLink Holding Inc.



I. The name, title, telephone number, and e-mail address of the spokesperson and deputy spokesperson:

- (I) Spokesperson: Chien-Hua Teng Title: Chief Executive Officer
Tel: (886)2-8226-1000 Email: felix@BizLinktech.com
Deputy Spokesperson: Chen-Shen Chou Title: Vice President
Tel: (886)2-8226-1000 Email: paul_chou@BizLinktech.com
- (II) Litigation representative in R.O.C.; title; contact telephone and email
Yin-Shu Kuo Title: Special Assistant to the Chairman
Tel: (886)2-8226-1000 Email: elaine_kuo@BizLinktech.com

II. Address and telephone number of all operation locations:

(I) Parent company

Name : BIZLINK HOLDING INC. Address : 3rd Floor, Harbour Centre, P.O. Box 613, George Town,
Grand Cayman, Cayman Islands, British West Indies
Website : <http://www.BizLinktech.com> Tel : (886)2-8226-1000

(II) Subsidiaries and manufacturing plants

Name : BIZLINK TECHNOLOGY INC.	Address : 47211 Bayside Parkway. Fremont, CA 94538, USA
Website : http://www.bizLinktech.com	Tel : (1)510-252-0786
Name : BIZLINK INTERCONNECT TECHNOLOGY (INDIA) PRIVATE (LIMITED)	Address : 8F, SLN Terminus, Survey No. 133, Gachibowli, Hyderabad, Telangana 500032, India
Website : http://www.bizLinktech.com	Tel : (91)40-40207673
Name : OPTIWORKS, INC.	Address : 47211 Bayside Parkway. Fremont, CA 94538, USA
Website : http://www.optiworks.com	Tel : (1) 510-438-4560
Name : OPTIWORKS (SHANGHAI) CO., LTD.	Address : Room 309, Changchun Business Building, No. 953 Qinzhou North Road, Cao He Jing Hi-Tech Park, XuHui District, Shanghai City
Website : http://www.optiworks.com	Tel : (86)21-64858787
Name : OPTIWORKS (KUNSHAN) CO., LTD.	Address : No.168, Nanhe Road, Kunshan Economic & Technology Development Zone, Kunshan City, Jiangsu Province
Website : http://www.optiworks.com	Tel : (86)512-57630863
Name : BIZLINK (BVI) CORP.	Address : OMC Chambers, Wickhams Cay 1, Road Town, Tortola, British Virgin Islands
Website : http://www.bizLinktech.com	Tel : (886)2-8226-1000
Name : HUA ZHAN ELECTRONICS (SHENZHEN) CO., LTD.	Address : 2F., P2 Building, No.86 Lingxia Road, Fenghuang Park, Fuyong Town, Baoan District, Shenzhen City
Website : http://www.bizLinktech.com	Tel : (86)755-27306898
Name : BIZLINK INTERNATIONAL CORP.	Address : 3F, No.186, Jian 1 st Road, Zhonghe District, New Taipei City, Taiwan
Website : http://www.bizLinktech.com	Tel : (886)2-8226-1000
Name : ZELLWOOD INTERNATIONAL CORPORATION	Address : OMC Chambers, Wickhams Cay 1, Road Town, Tortola, British Virgin Islands
Website : http://www.bizLinktech.com	Tel : (886)2-8226-1000
Name : BIZCONN INTERNATIONAL CORPORATION	Address : Offshore Chambers, P.O. Box 217, Apia, Samoa
Website : http://www.bizLinktech.com	Tel : (886)2-8226-1000
Name : BIZLINK INTERNATIONAL ELECTRONICS (SHENZHEN) CO., LTD.	Address : 2,3F., P1 Building, 1,3F., P2 Building, No.86 Lingxia Road, Fenghuang Park, Fuyong Town, Baoan District, Shenzhen City
Website : http://www.bizLinktech.com	Tel : (86)755-33889898
Name : BIZLINK (KUNSHAN) CO., LTD.	Address : No.168, Nanhe Road, Kunshan Economic & Technology Development Zone, Kunshan City, Jiangsu Province
Website : http://www.bizLinktech.com	Tel : (86)512-57630888
Name : BIZLINK TECHNOLOGY (S.E.A.) SDN. BHD.	Address : No.2722, Lorong Jelawat 2, Kawasan Perusahaan Seberang Jaya, 13700, Penang, Malaysia.
Website : http://www.bizLinktech.com	Tel : (60)4-399-4428
Name : ASIA WICK LTD.	Address : Flat B 19/F, Wing Hang Insurance Bldg, 11 Wing Kut ST, Central, HK
Website : http://www.bizLinktech.com	Tel : (886)2-8226-1000
Name : ADEL ENTERPRISES CORPORATION	Address : OMC Chambers, Wickhams Cay 1, Road Town, Tortola, British Virgin Islands
Website : http://www.bizLinktech.com	Tel : (886)2-8226-1000
Name : BIZLINK ELECTRONICS (XIAMEN) CO., LTD.	Address : No.7 Zhongwan Road, Xingbei Industrial Zone, Xinglin Town, Xiamen, Fujian
Website : http://www.bizLinktech.com	Tel : (86)592-6218051
Name : TONGYING ELECTRONICS (SHENZHEN) LTD.	Address : No. 18 Jiejiabao Road, Shutian Village Shiyan Town, Baoan District, Shenzhen City, Guangdong Province

Website : http://www.bizLinktech.com	Tel : (86)755-338609881
Name : BIZLINK TECH, INC.	Address : 8001 Aircraft Rd, EL Paso, TX 79932, USA
Website : http://www.bizLinktech.com	Tel : (1)915-8774888
Name : ACCELL CORPORATION	Address : 47211 Bayside Parkway. Fremont, CA 94538, USA
Website : http://www.bizLinktech.com	Tel : (1)510-438-9288
Name : BIZLINK TECHNOLOGY (IRELAND) LTD.	Address : G.D. House, Tallaght Business Park, Tallaght, Dublin 24, Ireland
Website : http://www.bizLinktech.com	Tel : (353)1-4626126
Name : ビズリンク株式会社	Address : TTD Building 3F Room No. 312. 1-2-18 Mita Minato-ku, Tokyo, Japan 108-0073
Website : http://www.bizLinktech.com	Tel : (81)3-6435-2918
Name : BIZLINK WIDE LIMITED	Address : Room B, 19th floor, Wing Hang Insurance Building, 11 Wing Kut Street, Central, Hong Kong
Website : http://www.bizLinktech.com	Tel : (886)2-8226-1000
Name : XIANG YAO ELECTRONICS (SHENZHEN) CO., LTD.	Address: No.86, Lingxia Road, Fenghuang Park, Fuyong Town, Baoan District, Shenzhen City
Website : http://www.bizLinktech.com	Tel : (86)755-33889898
Name : BIZCONN INTERNATIONAL CORPORATION	Address: No.86, Lingxia Road, Fenghuang Park, Fuyong Town, Baoan District, Shenzhen City
Website : http://www.bizLinktech.com	Tel : (86)755-33845888
Name : BIZCONN TECHNOLOGY INC.	Address : 47211 Bayside Parkway. Fremont, CA 94538, USA
Website : http://www.bizLinktech.com	Tel : (1)510-252-0786
Name : BOBI, LLC	Address : 47211 Bayside Parkway. Fremont, CA 94538, USA
Website : http://www.bizLinktech.com	Tel : (1) 510-252-0786
Name : JO YEH COMPANY LIMITED	Address : 1004 AXA Center, 151 Gloucester Road, Wan Chai, Hong Kong
Website : http://www.bizLinktech.com	Tel : (852) 2687-2002
Name : NANHAI JO YEH ELECTRONIC CO., LTD.	Address : Jiujiang Industrial Park, Dun Gen Section, Longkao Road, Jiujiang Town, Nanhai District, Foshan City
Website : http://www.bizLinktech.com	Tel : (86) 0757-86503111
Name: EA CABLE ASSEMBLIES (HONGKONG) CO., LIMITED	Address: 1004 AXA Center, 151 Gloucester Road, Wan Chai, Hong Kong
Website : http://www.bizLinktech.com	Tel : (886)2-8226-1000
Name: EA CABLE ASSEMBLIES GMBH	Address: Längenmühlweg 24, D-86633 Neuburg an der Donau, Germany
Website : http://www.bizLinktech.com	Tel : (49) 911 8919 9698
Name: BIZLINK TECHNOLOGY (BELGIUM) N.V.	Address: Kempische Steenweg 293/10, B-3500 Hasselt, Belgium
Website : http://www.bizLinktech.com	Tel : (32) 11 260 239
Name: BIZLINK TECHNOLOGY (SLOVAKIA) S.R.O.	Address: 914 01 Trenčianska Teplá 1356, Slovakia
Website : http://www.bizLinktech.com	Tel : (421) 32 6570 515
Name: BIZLINK TECHNOLOGY SRB D.O.O.	Address: Vasilija Djurovica Zarkog 56, 18400 Prokuplje, Serbia
Website : http://www.bizLinktech.com	Tel : (381) 27 240 450
Name: BIZLINK TECHNOLOGY (CHANGZHOU) LTD.	Address: No.6, North Changjiang Rd., New Dist., Changzhou, Jiangsu 213022
Website : http://www.bizLinktech.com	Tel : (886)2-8226-1000
Name: BIZLINK TECHNOLOGY (XIAMEN) LTD.	Address: No. 28, Pingcheng Central Rd., Haicang, Xiamen, Fujian 361026
Website : http://www.bizLinktech.com	Tel : (86) 592 770 1801
Name: OW HOLDING INC.	Address: P.O. Box 31119 Grand Pavilion, Hibiscus Way, 802 West Bay Road, Grand Cayman, KY1-1205, Cayman Islands
Website : http://www.bizLinktech.com	Tel : (886)2-8226-1000
Name: SPEEDY INDUSTRIAL SUPPLIES PTE LTD	Address: 3 Kallang Sector #07-06, Singapore 349278
Website : http://www.bizlinktech.com	Tel : (65) 6743-4116
Name: SIS SPEEDY INDUSTRIAL SUPPLIES SDN. BHD.	Address: PTD 8738 & 8739, Jalan Perindustrian 3, Kawasan Perindustrian Pontian, 82000 Pontian, Johor, Malaysia
Website : http://www.bizlinktech.com	Tel : (60) 7687-0158

- III. The name, address, e-mail address, and telephone number of the agency handling share transfers
 Name: Fubon Securities, Stock Affair Agency Address: 6F., No.6, Sec. 1, Zhongxiao E. Rd., Zhongzheng Dist., Taipei City, Taiwan
 Website: <http://www.gfortune.com.tw> Tel: (886) 2-2371-1658
- IV. The name of the certified public accountant who duly audited the annual financial report for last fiscal year, and the name, address and telephone number of the accounting firm:
 CPA: Mr. Chung-Chen Chen and Ms. Chiang-Hsun Chen Address: 20F, No. 100, Songren Rd., Xinyi Dist., Taipei, 11073, Taiwan
 CPA firm: Deloitte & Touche Website: <http://www.deloitte.com.tw> Tel: (886)2-2725-9988
- V. The name of any exchanges where the company's securities are traded offshore, and the way to access information on said offshore securities:
- Overseas Issuance and Transaction Location:
 The Singapore Exchange <http://www.sgx.com>
 Overseas Convertible Bond Index Code ISIN XS2078324485
 - Issuance and Transaction Location:
 The Luxembourg Exchange <http://www.bourse.lu>
- VI. Company website: <http://www.bizlinktech.com>

VII. Board members:

Title	Name	Selected Experience
Chairman	Hwa-Tse Liang (Nationality USA)	Please refer to page 13~15 in this chapter
Director	Inru Kuo (Nationality USA)	
Director	Chien-Hua Teng (Nationality R.O.C.)	
Director	Representative of juristic person: Jui-Hsiung Yen (Nationality R.O.C.)	
Independent director	Jr-Wen Huang (Nationality R.O.C.)	
Independent director	Ming-Chun Chen (Nationality R.O.C.)	
Independent director	Chin-Teh Hsu (Nationality R.O.C.)	

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One Message to Shareholders

2020 Business Report

Dear Sir and Madam,

The Company hereby reports its operating results for 2020 and provides an overview of its 2021 business plan:

I. 2020 Business Highlights:

1. Operating Highlights

Both revenue and profit (in US dollars terms) this year grew, but due to the depreciation of the US dollar versus the new Taiwan dollar in 2020, operating income (in new Taiwan dollar terms) of NT\$22,537,767,000 was down versus 2019 by 2.40%. Net income was NT\$1,828,336,000, and earnings per share was NT\$14.01.

2. Financial Analysis

Item	2019	2020
Net cash inflow from operating activities (NT\$ thousand)	3,060,503	1,871,527
Net cash outflow from investing activities (NT\$ thousand)	(1,209,332)	(2,035,978)
Net cash in(out) flow from financing activities (NT\$ thousand)	3,877,794	(3,826,135)
Return on assets (%)	9.30	8.33
Returns on equity (%)	17.24	14.26
Pre-tax income as a percentage of total paid-in capital (%)	178.91	172.72
Profit margin (%)	7.96	8.08
earnings per share (NTD)	15.54	14.01

The net cash from operating activities in 2020 fell by 39% compared to 2019 due to various factors, including the increase in the balance of accounts receivable and inventory levels in 2020. The net cash investing activities in 2020 increased compared to 2019 due to various factors, including making investments in our subsidiaries as well as purchasing property, plant and equipment. The net cash from financing activities in 2020 increased compared with 2019 due to various factors including a redemption of convertible corporate bonds in 2020, and the issuing of overseas convertible corporate bonds and depository receipts in 2019. Return on Assets, Return on Equity, and Pre-tax income as a percentage of total paid-in capital are all slightly lower in 2020 versus 2019 mainly due to a slight decrease in net profit while profit margins are slightly higher.

3. Research & Development Progress:

In 2020, the Company's R&D expenditure was NT\$651,167,000, an increase of 13% from NT\$576,147,000 in 2019, accounting for 2.9% and 2.5% of sales in 2020 and 2019, respectively. The Company expects to continue to invest approximately 2.5% to 3.5% of annual revenue for R&D expenditures in the foreseeable future.

BizLink's R&D focuses on higher-end applications in various fields, including the development of cables for data centers to meet the growing needs from digital transformation and cloud services driven by the COVID-19 pandemic, multi-functional docking stations with new transmission specifications, wireless docking stations with remote conferencing functions, video adapters with new specifications as well as long-distance, high-frequency, and high-speed transmission cables and connectors for the Information Technology industry; the development of electric vehicle connectors, high-voltage cables, automatic driving cables, and commercial electric vehicle cables for the Automotive industry; the development of integrated cables and harnesses for semiconductor equipment, a new generation of cables for energy storage devices, and optical transmission cables for medical images for the Industrial industry.

II. Overview of 2021 Business Plan

1. Operational Highlights

(1) Attach greater importance to Corporate Governance:

Improve the effectiveness of the Board of Directors and functional committees, attach greater importance to Corporate Governance and to information disclosure, and review Corporate Sustainability strategies with an eye for setting higher standards.

(2) Acceleration of our Digital Transformation efforts:

Plan a digital roadmap for each department. Build a digital platform with a team of professional engineers, which will connect everything together, including sales, operations, and our offices to form a global network for the Company.

(3) Create and nurture a talent pool:

Strengthen employees' competencies through continuous training, and attract and strategically hire technological talents.

(4) Intellectual property management:

Increase intellectual property investment, develop a layout of intellectual property, manage intellectual property contracts, strengthen intellectual property concepts, etc. in accordance with the intellectual property management plan.

2. Important production and marketing policies

(1) Strengthen core products:

Strengthen product design and development, system integration, assembly and testing, software support, manufacturing automation, etc., including for semiconductor equipment connection cables, electric vehicle cables, high-voltage cables, and high-frequency and high-current cables for data centers.

(2) **Develop new capabilities:**

Integrate and automate production equipment, and buildup assembly capabilities in more of our factories.

(3) **Expand sales channels:**

Form alliances with upstream and downstream supply chain partners to form an integrated platform, expand the ODM market by means of new product development capabilities, and service new customers while adopting e-commerce platforms, first-tier retailers, and offline distributors to diversify our sales channels.

(4) **Realize the automation of high-speed cable and module production and testing processes:**

Introduce an artificial intelligence (AI) system for quality control and inspection to achieve seamless, scalable screening with stable, high quality, and continue to improve the automation of the cable manufacturing process.

III. Long-term Growth Strategy:

1. Integrate resources and drive growth:

The Company will complement organic growth with strategic alliances in response to industrial changes while making strategic investments to enter into new markets, enhance our technological capabilities, acquire new target customers, and to expand the geographic areas that the Company's business can reach. The Company will also utilize the unique advantages from our business groups to develop new products to reach new customers in different fields so as to maximize our value and strengthen our market position, and to provide one-stop services to our customers.

2. Improve regional business layout:

The Company will continue to increase production capacity across our four major production regions in Greater China, Southeast Asia, North America, and Eastern Europe as well as build up and enhance our factories' one-stop manufacturing capabilities and their ability to service multiple industries.

3. Focus on corporate sustainability (ESG) and corporate governance:

- 1) Strive to achieve low-risk ratings in the Corporate Sustainability indices of major, global ESG rating agencies.

- 2) Comply with the environmental protection regulations of various countries, monitor the financial risks caused by climate change, and improve the Environmental, Safety, and Health (ESH) requirements of each factory.
- 3) Launch the performance evaluation of the Board of Directors and its functional committees, attach greater importance to Corporate Governance issues, and maintain information transparency.

4. Develop a global team:

Expand the talent pool for the global team through training and strategic recruitment to enable them to grow and evolve with the Company.

IV. Conclusion

2020 was undoubtedly a tough year. BizLink was still able to achieve 2% top-line growth (in US dollar terms) despite the unprecedented challenges brought on by the global COVID-19 pandemic and the resulting disruption of supply chains. The global team's response and performance was and continues to be admirable. The pandemic has not only motivated us to rethink our operating models and to maintain high productivity under various travel restrictions and factory closures, but to also accelerate the pace of digital transformation of the organization to become a global Company.

In 2020, our continued ESG efforts attracted welcome attention at home and abroad. BizLink was once again named in Newsweek's annual America's Most Responsible Companies 2021. In addition, BizLink was ranked among the Top 5% in the Taiwan Stock Exchange's annual Corporate Governance evaluation. It is commendable that we achieved these good results despite our scale. In 2020, BizLink became a medium-sized market capitalization company, and was included in the FTSE TWSE Taiwan Mid Cap 100 Index, which was another milestone for the Company.

BizLink included innovation and ESG commitments in our Corporate Vision statement at the beginning of 2021. "Innovation " was added to our four existing corporate values, namely " Integrity, Customer Orientation, Teamwork, and Environment Protection", which shows the Company's corporate culture of embracing new ideas and constantly exploring ways to advance our capabilities. The Company's Corporate Vision statement was also updated to "To be recognized as a contributor to leading technology and as an ESG participant by 2025". We continue to innovate, pursue new technology, and embrace ESG.

2021 is yet another year full of uncertainties, and so we must remain vigilant and agile. Our global team overcame the challenges encountered and achieved new goals in 2020, and we are confident that we can continue to perform well in 2021. Our employees' health

and safety continue to remain a top priority. Finally, I want to express my sincere thanks to our global hard-working team, supply chain partners, shareholders, and the friends who have supported BizLink throughout an unforgettable 2020. We wish you and your loved ones all good health and safety.

BIZLINK HOLDING INC.

Chairman Hwa-Tse Liang

Chief Executive Officer Chien-Hua Teng

Chief Financial Officer Yu-Fang Wang

Two Company Overview

I. Establishment Date and Organization Overview

BizLink Holding Inc. was founded on June 1, 2000, in the Cayman Islands. Headquartered in Silicon Valley, California, the Company is currently a leading global supplier for interconnect solutions. The Group has operations in 13 countries and 17 production sites. The primary branch companies are 100% owned including BizLink Technology Inc., OptiWorks Inc. in US, BizLink International Corp. in Taiwan, BizLink (Kunshan) Co., Ltd., OptiWorks (Shanghai) Co., Ltd., BizLink Technology (Changzhou) Ltd., BizLink Technology (Xiamen) Ltd., and BizLink Electronics (Xiamen) Co., Ltd., Xiang Yao Electronics (Shenzhen) Co., Ltd., Jo Yeh Company Ltd. in Foshan, Speedy Industrial Supplies Pte Ltd in Singapore, BizLink Technology (S.E.A.), SIS Speedy Industrial Supplies SDN. BHD. in Malaysia, BizLink Technology (Ireland) Ltd., Bizlink Technology (Belgium) N.V., EA Cable Assemblies GmbH in Germany, BizLink Technology (Slovakia) s.r.o the production site in Slovakia., BizLink Technology SRB d.o.o. the production site in Serbia, BizLink (BVI) Corp. in the British Virgin Islands, and ADEL Enterprises Corporation.

Our core business is to provide interconnect solutions, covering R&D, new product introduction (NPI), System assembly and production wiring and connector modules applied in high tech interconnect products such as in information technology, computer peripherals, data centers, consumer electronics, appliances, vehicles, medical equipment, optical fiber communication, solar power generation, industrial equipment and for semiconductor equipment.

II. Group Overview

Year	Milestones
1996	BizLink was founded in Taiwan, registered under the Chinese name “貿聯國際有限公司.”
1997	BizLink Technology was established in the US as the corporate headquarters with a list of established brand names as its first customers, including Dell, Intel, and Gateway.
1998	BizLink Xiamen was established and received certification to the ISO9002 Quality Management Systems. BizLink Ireland was established in Dublin to serve European customers, such as Siemens. Acquired Excel Products Inc. and obtained customers such as Compaq, Philips, etc. in response to NAFTA.
1999	BizLink Shenzhen received certification for QS9000 Quality Management Systems and entered the vehicle wiring harness market. Malaysian office formed, serving Southeast Asian customers such as Flextronics.
2000	BizLink Holding Inc. was established (hereinafter referred to as “the Company” and “the Group” with its subsidiaries) and registered in the Cayman Islands. Manufacturing computer connectors, Bizconn Technology was established in the first step of the Group’s vertical integration plan. OptiWorks US started business operations, followed by OptiWorks Shanghai, and manufactured its first opto-isolator.

Year	Milestones
2001	Bizconn products obtained UL and CSA certification. Manufacturing industrial rubber, K-Link's new plant was established in Shenzhen as part of the Group's vertical integration plan. New Malaysian plant started operation to expand local services.
2002	Finalized vertical integration by acquiring Tongying Electronics Co., Ltd. and obtaining wire harness technology. By establishing Hua Zhan Electronics (Shenzhen) Co., Ltd., BizLink entered China's medical device market.
2003	Shenzhen plant received SONY GP certification. Xiamen plant relocated to Asiaworld in Xinglin town. Established BizLink (Kunshan) Co., Ltd. to serve customers in the East China region. OptiWorks (Shanghai) received international certification for TL9000, and was recognized by the Science and Technology Commission of Shanghai Municipality as a high technology enterprise.
2004	The cadmium testing capacity of lead in the chemical laboratory of the Shenzhen plant received Microsoft certification. Xiamen plant passed OHSAS18001 certification. Bizconn started to supply Microsoft XBOX connectors. The variable fiber optical attenuators manufactured by OptiWorks Shanghai received China patent No. 651375.
2005	Shenzhen plant received ISO/IEC17025 certification for National Laboratory Accreditation Standards. Light switch manufactured by OptiWorks Shanghai received China patent No. 719673 and 719836. BizLink Japan was established, serving Japanese customers such as Sony and NEC. BizLink group imported Tiptop and ERP systems.
2006	Tongying plant received ISO14001:2004 certification for environmental management systems. Bizconn obtained patent certification (China, US) for resilient cards that are used in wire connectors.
2007	Shenzhen plant set up a business unit of motor vehicle wiring harnesses. Tongying plant received QC080000 certification for Hazardous Substance Process Management. Established Xiang Yao Electronics (Shenzhen) Co., Ltd.. BizLink's eLearning system received a grant from Industrial Development and Promotion of e-Learning Project that launched by Industrial Development Bureau, Ministry of Economic Affairs, and obtained Class A certification for service quality.
2008	By obtaining ISO13485 certification, the Shenzhen plant was able to penetrate deeper into the international medical device market. By successful development of BFR/PVC Free products, the Xiamen plant marked a leading position in environmental products. Bizconn obtained 8 patents (US & China) for solar energy products. The successful development of a solar junction device opened up the door of the solar device market for BizLink. By establishing an India office, Bizconn aimed to enter the local

Year	Milestones
	solar energy and medical device market.
2009	<p>K-Link plant developed halogen-free materials.</p> <p>The optical components developed by OptiWorks Shanghai obtained 7 China patents.</p> <p>Bizconn was recognized as a China High Technology Enterprise.</p> <p>BizLink purchased new group headquarters in the US.</p> <p>Partial product line of OptiWorks Shanghai was transferred to the Kunshan plant's clean room.</p> <p>Three independent directors were elected in the extraordinary shareholder meeting dated November 12.</p>
2010	<p>Set up an audit committee.</p> <p>In the forefront of the development of integrated modules and subsystems by OptiWorks Shanghai, the product line was extended to the mid and downstream of optical communications.</p> <p>With direction heading toward fine, high pressure, & high temperature, and high fire proof, the Tongying plant has successfully developed a Teflon line.</p> <p>The Kunshan plant set up a product line of wire harnesses and connectors, and an All-In-One plan is progressing well.</p> <p>BizLink India was relocated to Hyderabad India.</p> <p>BizLink Int'l Electronics (Shenzhen) Co., Ltd. imported a Green House Gas GHG system and obtained temperature & humidity test standards.</p>
2011	<p>Approved by the Financial Supervisory Commission, Executive Yuan, on January 17 to issue shares under an Initial Public Offering in the Republic of China. Listed on the stock exchange dated April 21.</p> <p>Formed a Compensation Committee.</p> <p>Converted an ERP system, imported SAP, and enhanced integration into the global system.</p>
2012	<p>By obtaining AS9100 certification, the Malaysian plant entered the product line of the aviation industry.</p> <p>Imported defibrillator cables and anesthesia monitor cables.</p> <p>Developed a high-frequency audio signal adapter and thin mobile device adapter.</p> <p>Developed server cables.</p> <p>BizLink US signed a contract for the purchase of land for a new plant project in New Mexico in September.</p> <p>Sunbolts is the BizLink's solar energy brand. It was recognized by PHOTON International (September) as the best brand for the second consecutive year.</p>
2013	<p>F-BizLink (3665-TW) was elected to the MSCI global mid-small cap indices.</p> <p>Obtained certification for a US regulation electric vehicle charging coupler.</p> <p>Collaborated with the National Taiwan University of Science and Technology to develop a solar energy smart junction box.</p> <p>Obtained certification for a solar energy connector (1500V).</p> <p>Supplied cable and wire harnesses for petroleum/gas exploration equipment.</p>

Year	Milestones
	<p>Supplied cable and wire harnesses for sport yacht engines.</p> <p>Set up a simulation device for Fremont Electro-Magnetic Interference (EMI).</p> <p>Enabled the Kunshan EMI laboratory.</p> <p>Set up a high-frequency team for the Taipei R&D center.</p>
2014	<p>Completed 4K2K docking station product line development.</p> <p>At the 2015 Consumer Electronics Show, the UltraAV Mini DisplayPort 1.2 to 2 DisplayPort Multi-Display MST Hub received the innovation award in the computer accessories category.</p> <p>Establishing a new wire extrusion plant in El Paso, U.S.A.</p> <p>Phasing in manufacturing execution system (MES) for product traceability.</p> <p>Expanded capacity of plants in Kunshan, Malaysia, and Mexico.</p>
2015	<p>The Shenzhen factory received certification to the AS9100 Quality Management Systems, used in the aerospace industry.</p> <p>Leading global supplier of USB Type-C products.</p>
2016	<p>Acquired Jo Yeh Co., Ltd. in Hong Kong to expand into motor vehicle application space</p> <p>Selected as a constituent under the “TWSE Corporate Governance 100 Index”</p> <p>Expanded production capacity in Kunshan China, Malaysia, Texas and U.S.A., and added a new production plant in Fremont, California</p>
2017	<p>Acquired of LEONI's Electrical Appliance Assemblies Business Group and obtained production sites and customers in Europe</p> <p>Our NPI has tapped into the wiring application of the semiconductor equipment sector</p> <p>Complete the development of electronic vehicle supply equipment EVSE</p>
2018	<p>Listed in Deloitte's Technology Fast 500 Asia Pacific companies</p> <p>Inaugurated BizLink's Corporate Sustainability report</p> <p>Acquired Teralux Technology Co., Ltd. Expanded high-speed transmission product offerings for data-centers</p> <p>Mass production of Thunderbolt-3 based docking stations</p>
2019	<p>Named to Newsweek's 2020 list of America's Most Responsible Companies</p> <p>Won Asiamoney Asia's Outstanding Companies Poll 2019 in Taiwan Automobile and Components</p> <p>Listed in Deloitte's "2019 Asia Pacific Technology Fast 500" for the 2nd straight year</p> <p>Won the “Greater China – Best in Sector: Technology” and the “Best in Region: Taiwan” Investor Relations awards at the IR Magazine– Greater China 2019 forum</p>
2020	<p>Ranked in Highest Top-5% in the 2019 Corporate Governance Evaluation by the Taiwan Stock Exchange</p> <p>Named to Newsweek's 2021 list of America's Most Responsible Companies for the 2nd straight year</p> <p>Won Asiamoney Asia's Outstanding Companies Poll 2020 in Taiwan Automobile and Components for the 2nd straight year</p> <p>Listed in Deloitte's "Asia Pacific Technology Fast 500" for the 3rd</p>

Year	Milestones
	straight year Expanded production capacity in Changzhou production site Certified by USB Implementers Forum (USB-IF) in USB4 for Gen 3 Type-C transmission harnesses

III. Group Structure

Please see p.123 of the Company's Annual Report.

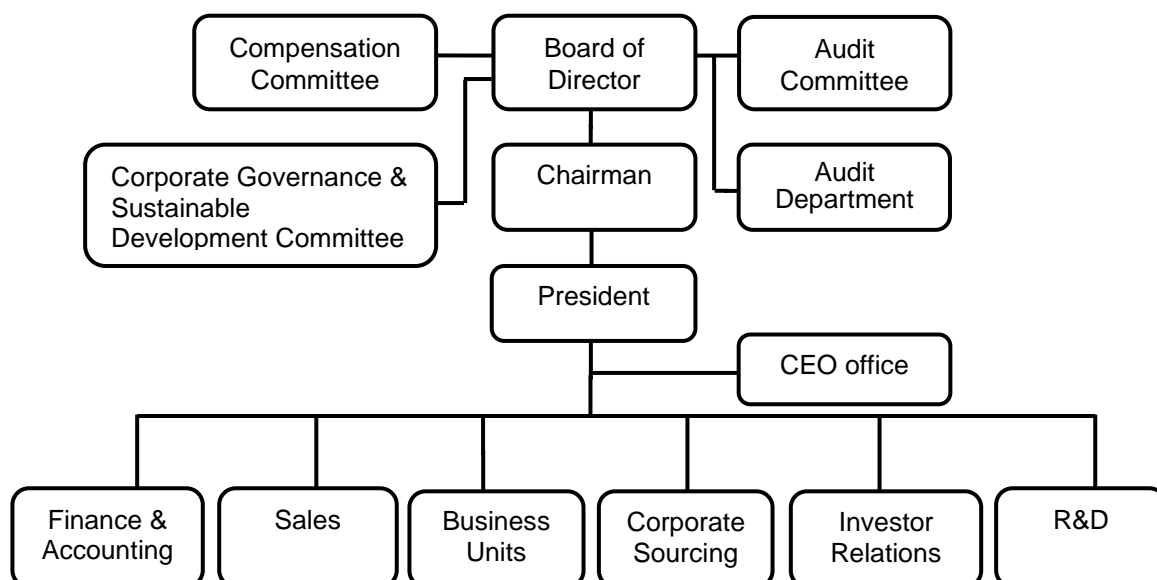
IV. Risk Management

Please see p.116~121 of the Company's Annual Report.

Three Corporate Governance

I. Organizational Chart

(I) Organizational Structure



(II) Business operations of the respective departments

Department Name	Responsibility
Chairman	Stipulating policy directives and objective guidelines for the Company's operations and assigning managers to execute business operations.
President	Implementing the resolution of the "board of directors" and the Company's general administration.
Audit Department	Based on the Articles of Association and under the authorization of the Board, the audit committee is in charge of guiding the operation of the audit department to conduct various audit projects by applying objective, fair and impartial attitudes to complete each project independently.
CEO Office	Stipulating and improving operation tactics and planning according to business status and mission, motivating employees to work hard under the company's growing strategies, as well as fulfilling the Company's corporate and mission.
R&D	Executing R&D plans to create new products and upgrade existing products, as well as enhance technology level and product competitiveness based on the needs of business production and operation.
Investor relations	Issuing and responding to the Company's information to the external parties and handling relationships with domestic and international investors for better communication. Collecting information regarding market and industry changes to assist management strategy and decision making.
Corporate Sourcing	Integrating supplier resources to build an optimal supply

	chain that ensures superior delivery, costs and quality of production materials for better competitiveness based on the Company's business plan and organization structure.
Business Units	Collecting market information relevant to business objectives and strategies and providing effective support to daily operation to ensure economic efficiency.
Sales	As a critical part of the for sales and marketing operation, that is responsible for bridging the psychological gap between products and customers and establishing ground to shorten the physical gap between them.
Finance & Accounting	Formulating and executing budget plan and financial management according to the Company's strategies. Making precise accounting journals and providing both internal and external parties, in a timely fashion, financial and operating information. Supplying concrete evidence to assist in business strategies and financial planning. Safeguarding capital and controlling operation costs to enhance capital efficiency and bring about operation goals.

II. Biographies of Company Directors, President, Vice Presidents, Asst. VPs, and Heads of Departments and Branches

(I) Biographies of directors and supervisors (the Company did not appoint supervisors)

1. Directors' name, educational background (professional experiences), number and nature of shares held

04.19.2021

Title	Nationality	Name	Elected date	Term of service	Date of first term	Shares held on election day		Number of shares held		Shares held by spouse and minor children		Shares held under name of another		Selected experience	Services concurrently with other companies	Directors/supervisors, senior executives, who are spouse or 2 nd degree of kinship		
						Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %			Title	Name	Relation
Chairman	U.S.A.	Hwa-Tse Liang	2018/06/21	3 years	2000/6/1	7,303,042	8.39%	7,728,485	5.78%	9,285,465	6.95%	157,497	0.12%	MSEE, Penn State University, NCTU Electronics Engineering CEO, Greatlink USA	Director of BIZLINK TECHNOLOGY INC. Director of OPTIWORKS, INC. Director of ビズリンク株式会社 Director/Manager of BIZLINK INT'L CORP. Director of BIZLINK TECHNOLOGY (IRELAND) LTD. Director of BIZLINK TECHNOLOGY (S.E.A.) SDN. BHD. Director of BIZLINK TECH, INC. Director of ACCELL CORPORATION Director of BIZCONN TECHNOLOGY INC. Director of BIZWIDE LIMITED Legal Person/Executive Director of OPTIWORKS(SHANGHAI) CO., LTD. Legal Person/ Executive Director of OPTIWORKS (KUNSHAN) CO., LTD. Director BIZLINK (KUNSHAN) CO., LTD. Director ASIA WICK LTD. Director of OW HOLDING INC.	Director	Inru Kuo	Spouse
Director	U.S.A.	Inru Kuo	2018/06/21	3years	2000/6/1	9,736,962	11.18%	9,285,465	6.95%	7,728,485	5.78%	0	0.00%	MS Actuarial Georgia State University Department of Physics National Kaohsiung Normal University VP, Greatlink USA	Director /General Manager of BIZLINK TECHNOLOGY INC. Director of OPTIWORKS, INC. Director of ビズリンク株式会社 Director of BIZLINK (BVI) CORP. Chairman BIZLINK INT'L CORP. Director of ZELLWOOD INTERNATIONAL CORPORATION Director of BIZLINK TECHNOLOGY (IRELAND) LTD. BIZLINK TECH, INC. Director of ADEL ENTERPRISES CORPORATION Director of ACCELL CORPORATION Director of BIZCONN TECHNOLOGY INC. Supervisor OPTIWORKS(SHANGHAI) CO., LTD. Supervisor OPTIWORKS(KUNSHAN) CO., LTD. Executive Director HUA ZHAN ELECTRONICS (SHENZHEN) CO., LTD. Director BIZCONN INTERNATIONAL CORPORATION Legal Person/Executive Director of BIZLINK INT'L ELECTRONICS (SHENZHEN)CO., LTD. Legal Person/Executive Director of BIZLINK (KUNSHAN) CO., LTD. Legal Person/Executive Director of BIZLINK ELECTRONICS (XIAMEN) CO., LTD. Legal Person/General Manager/Executive Director of XIANG YAO ELECTRONICS (SHENZHEN) CO., LTD. Legal Person/Executive Director of BIZCONN INT'L CORP. Executive Director of TONGYING ELECTRONICS (SHENZHEN) LTD.	Director	Hwa-Tse Liang	Spouse

Title	Nationality	Name	Elected date	Term of service	Date of first term	Shares held on election day		Number of shares held		Shares held by spouse and minor children		Shares held under name of another		Selected experience	Services concurrently with other companies	Directors/supervisors, senior executives, who are spouse or 2 nd degree of kinship		
						Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %			Title	Name	Relation
Director	Republic of China	Chien-Hua Teng	2018/06/21	3years	2000/6/1	1,424,000	1.64%	1,367,654	1.02%	0	0.00%	0	0.00%	MBA, San Francisco State University, Institute of Electrical and Control Engineering of NCTU Engineering Manager, Greatlink USA	Director of ビズリンク株式会社 Director of BIZLINK INT'L CORP. Director of BIZCONN TECHNOLOGY INC. General Manager of BIZLINK (KUNSHAN) CO., LTD. Legal Person/General Manager of HUA ZHAN ELECTRONICS (SHENZHEN) CO., LTD. Supervisor of BIZLINK ELECTRONICS (XIAMEN) CO., LTD. Director of ASIA WICK LTD. Supervisor of BIZCONN INT'L (SHENZHEN) CORP. Director of JO YEH COMPANY LIMITED Director of NANHAI JO YEH ELECTRONIC CO., LTD.	-	-	-
Director	Republic of China	Yifen Investment Co., Ltd Representative of juristic person : Jui-Hsiung Yen	2018/06/21	3years	2017/06/12	148,497	0.13%	157,497	0.12%	0	0.00%	0	0.00%	Bachelor's degree in Department of Mechanical Engineering at National Cheng Kung University General Manager of Tongtai Machine & Tool Co., Ltd. Chairman of Precision Machinery Research & Development Center Vice Chairman of Taiwan Machine Tool & Accessory Builders' Association	Director of Cyber Laser Taiwan Co., Ltd. Chairman of Tongtai Machine & Tool Co., Ltd. Chairman of Contrel Technology Co., Ltd.			
Independent director	Republic of China	Ming-Chun Chen	2018/06/21	3years	2009/11/12	5,121	0.00%	5,121	0.00%	0	0.00%	0	0.00%	Institute of Management Science of NCTU Aurotek Corporation General Manager of Elitegroup Computer Systems Co., Ltd Aurotek (Shang Hai) Inc. Chairman 3e YAMAICHI Electronics Co., Ltd Chairman Promaster Technology Corporation Director	Director of Aurotek Corporation Independent director of Promaster Technology Corporation	-	-	-
Independent director	Republic of China	Jr-Wen Huang	2018/06/21	3years	2012/06/12	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Institute of MS-Finance, Saint Louis University (USA) Investment Dept. Supervisor in Waterland Venture Capital Co., Ltd. Investment & Research Dept.in China Development Industrial Bank Sparkle Power Inc. San Jose/Los Angles, USA	Director of FSP TECHNOLOGY INC. Supervisor of GENEPHARM Biotech Corp. Investment Dept. Supervisor of TTBio Corporation Inc. Investment Dept. Supervisor in Waterland Venture Capital Co., Ltd.	-	-	-

Title	Nationality	Name	Elected date	Term of service	Date of first term	Shares held on election day		Number of shares held		Shares held by spouse and minor children		Shares held under name of another		Selected experience	Services concurrently with other companies	Directors/supervisors, senior executives, who are spouse or 2 nd degree of kinship		
						Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %			Title	Name	Relation
Independent director	Republic of China	Chin-Teh Hsu	2019/06/12	3years	2019/06/12	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Prosecutor of Taiwan New Taipei District Prosecutors Office Attorneys of Teh-Lun Attorneys at Law	Director of APCB INC. Supervisor of FootPrintKu Inc. Supervisor of Chia Chang Co., Ltd.	-	-	-

Note 1: In addition to 847,649 shares held by Hua Tse, Liang and 2,404,629 shares held by Inru Kuo, the trust shares included Hwa-Tse Liang and Inru Kuo Family Trust (8,624,427 shares) that was created on April 15, 1999, and the Liang Family Irrevocable Trust (5,137,245 shares).

2. Representative of corporate shareholders:

Corporate Shareholder	Representative of corporate shareholders
Yifen Investment Co., Ltd	Inru Kuo(51%); Hwa-Tse Liang(49%)

3. Biographies of the director and independent director (professional expertise and independency)

Qualifications Name	Five or more years of work experience, together with the following professional qualification			Is in conformity with independency (Note)												# of companies served concurrently as independent directors of public companies
	An instructor or higher up in a department of commerce, law, finance, accounting or other academic department related to corporate business in a public or private college or university	A judge, public prosecutor, attorney, certified public accountant, or other professional or technical specialist who has passed a national examination and has been awarded a certificate in a professional capacity that is necessary for corporate business	Work experience in the field of commerce, law, finance, accounting, or otherwise necessary for corporate business	1	2	3	4	5	6	7	8	9	10	11	12	
Ming-Chun Chen	-	-	V	V	V	V	V	V	V	V	V	V	V	V	V	1
Jr-Wen Huang	-	-	V	V	V	V	V	V	V	V	V	V	V	V	V	0
Chin-Teh Hsu	-	V	-	V	V	V	V	V	V	V	V	V	V	V	V	0
Yifen Investment Co., Ltd Representative of juristic person : Jui-Hsiung Yen	-	-	V	V	V	V	V	V	V	V	V	V	V	V	-	0
Hwa-Tse Liang	-	-	V	-	-	-	-	V	V	V	-	V	-	V	V	0
Inru Kuo	-	-	V	-	-	-	-	V	V	V	-	V	-	V	V	0
Chien-Hua Teng	-	-	V	-	-	-	-	V	V	V	V	V	V	V	V	0

Note 1: During the two years before being elected or joining the term office, directors or supervisors shall meet the following terms with "V" mark.

- Not an employee of the company or any of its affiliates.
- Not a director or supervisor of the company or any of its affiliates. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
- Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings.
- Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a managerial officer under subparagraph 1 or any of the persons in the preceding two subparagraphs.
- Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
- If a majority of the company's director seats or voting shares and those of any other company are controlled by the same person: not a director, supervisor, or employee of that other company. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
- If the chairperson, general manager, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: not a director (or governor), supervisor, or employee of that other company or institution. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
- Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public

company and its parent or subsidiary or a subsidiary of the same parent, if the specified company or institution holds 20 percent or more and no more than 50 percent of the total number of issued shares of the public company.

9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.
10. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company.
11. Not been a person of any conditions defined in Article 30 of the Company Law.
12. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Law.

(II) Biographies of president and Vice President

As of 04.19. 2021

Title	Nationality	Name	Date of assumption of duty	Shareholding held		Shareholding by spouse and minor children		Shares held under name of another		Selected experience	Services concurrently with other companies	Managers who are spouse or 2 nd degree of kinship		
				Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %			Title	Name	Relation
Chief Executive Officer	Republic of China	Chien-Hua Teng	2000/06/01	1,367,654	1.02%	0	0.00%	0	0.00%	MBA, San Francisco State U., Institute of Electrical and Control Engineering of NCTU Engineering Manager, Greatlink USA	Director of ビズリンク株式会社 BIZLINK INT'L CORP. Director of BIZCONN TECHNOLOGY INC. General Manager of BIZLINK (KUNSHAN) CO., LTD. Legal Person/General Manager of HUA ZHAN ELECTRONICS (SHENZHEN) CO., LTD. Supervisor of BIZLINK ELECTRONICS (XIAMEN) CO., LTD. Director of ASIA WICK LTD. Supervisor of BIZCONN INT'L (SHENZHEN) CORP. Director of JO YEH COMPANY LIMITED Director of NANHAI JO YEH ELECTRONIC CO., LTD.	-	-	-
Group CFO	Republic of China	Yu-Fang Wang	2020/01/10	729,416	0.55%	1,178	0.00%	0	0.00%	Master of Science Degree in Accountancy, California State University, Sacramento Department of Public Finance of NCHU	Director of BIZLINK TECHNOLOGY INC. Director of OPTIWORKS, INC. Director of ACELL CORPORATION Director of BIZLINK TECH, INC.	-	-	-
Vice President	Republic of China	Chia-Cheng Lin	2010/08/01	0	0%	0	0.00%	0	0.00%	College of Management, NCHU Financial Manager of Necvox	-	-	-	-
Vice President	Republic of China	Chen-Shen Chou	105/06/30	30,621	0.02%	0	0.00%	0	0.00%	MBA, University of Missouri-Columbia Department of Transportation Engineering and Management of NCTU China Development Industrial Bank Capital Securities Corp.	-	-	-	-

Title	Nationality	Name	Date of assumption of duty	Shareholding held		Shareholding by spouse and minor children		Shares held under name of another		Selected experience	Services concurrently with other companies	Managers who are spouse or 2 nd degree of kinship		
				Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %			Title	Name	Relation
General Manager of Subsidiaries	U.S.A.	Inru Kuo	2000/06/01	9,285,465	6.95%	7,728,485	5.78%	0	0.00%	MS Actuarial Georgia State University Department of Physics National Kaohsiung Normal University VP, Greatlink USA	BIZLINK TECHNOLOGY INC.. Director/General Manager OPTIWORKS, INC. Director ビズリンク株式会社 Director BIZLINK (BVI) CORP. Director BizLink International Corp. Chairman ZELLWOOD INTERNATIONAL CORPORATION Director BIZLINK TECHNOLOGY (IRELAND) LTD. Director BIZLINK TECH, INC. Director ADEL ENTERPRISES CORPORATION Director ACCELL CORPORATION Director BIZCONN TECHNOLOGY INC. Director OptiWorks (Shanghai) Co., Ltd. Supervisor OptiWorks (Kunshan) Co., Ltd. Supervisor OPTIWORK HOLDING INC. Director Hua Zhan Electronics (Shenzhen) Co., Ltd. Executive Director BIZCONN INTERNATIONAL CORPORATION Director BizLink International Electronics (Shenzhen) Co., Ltd. Legal Person / Executive Director BizLink (Kunshan) Co., Ltd. Legal Person/ Executive Director BizLink Electronics (Xiamen) Co., Ltd. Legal Person / Executive Director Xiang Yao Electronics (Shen Zhen) Co., Ltd. Legal Person /General Manager/ Executive Director BizConn (Shenzhen) International Corp. Legal Person / Executive Director Tongying Electronics (Shen Zhen) Ltd. Executive Director	Financial Vice President of Subsidiaries	Chun-Pin Liang	Relatives within 2nd degree relationship

Note 1: In addition to 847,649 shares held by Hwa-Tse Liang and 2,404,629 shares held by Inru Kuo, the trust shares included the Hwa-Tse Liang and Inru Kuo Family Trust (8,624,427 shares) that was created on April 15, 1999, and the Liang Family Irrevocable Trust (5,137,245 shares).

(III) Compensation to directors and management executives

1. Compensation to directors

Unit: NT\$ Thousands

Title	Name	Compensation to directors								Percent of A+B+C+D to Net Income		Relevant compensation received by directors who are also employees								Percent of A+B+C+D+E+F+G to Net Income		Compensation paid to directors from an invested company other than the company's subsidiary
		Compensation (A)		Retirement Pension (B)		Compensation Paid on Earnings Distribution (C)		Expenses for Execution of Business(D)				Salaries, Bonus, and Special Expenditures (E)		Retirement Pension(F)		Employee Bonus in Earnings Distribution(G)						
		The Company	All companies in the financial statement	The Company	All companies in the financial statement	The Company	All companies in the financial statement	The Company	All companies in the financial statement	The Company	All companies in the financial statement	The Company	All companies in the financial statement	The Company	All companies in the financial statement	The Company	All companies in the financial statement	The Company	All companies in the financial statement	The Company	All companies in the financial statement	
Cash dividend	Stock dividend																					Cash dividend
Chairman	Hwa-Tse Liang	0	0	0	0	0	5,213	0	4	0	0.29%	0	20,666	0	0	0	0	6,516	0	0	1.77%	
Director	Chien-Hua Teng																					
Director	Inru Kuo																					
Director	Yifen Investment Co., Ltd Representative of juristic person : Jui-Hsiung Yen	0	0	0	0	0	3,331	0	52	0	0.19%	0	0	0	0	0	0	0	0	0.19%		
Independent director	Ming-Chun Chen																					
Independent director	Jr-Wen Huang																					
Independent director	Chin-Teh Hsu																					

1. Please describe the policy, system, standard, and structure of remuneration to independent directors, and the correlation between duties, risk, and time input with the amount of remuneration: Based on #34.1 under the Articles of Incorporation, annual remuneration paid to the directors will be within the 3% of the current net income. Actual remuneration paid will factor in each director's contribution to the operational result to ensure fair and sensible reward compensation. Remuneration paid to executives is calculated after considering risk events that may have a negative impact on the Company's image and reputation, including internal mismanagement, personnel malpractice, target achievement rate, profitability, operational efficiency, and contribution, so as to provide reasonable compensation.

2. Other than disclosure in the above table, Directors' remunerations earned by providing services (e.g., providing consulting services as a non-employee) to BizLink and all consolidated entities in the 2020 financial statements: 0

Note 1: 2020 Compensation was not resolved at shareholders' meeting.

Range of Compensation

Numerical range of Compensation (Directors)	Name of directors			
	Total of A+B+C+D		Total of A+B+C+D+E+F+G	
	The Company	All companies I in the financial statement	The Company	All companies J in the financial statement
Less than NT\$ 1,000,000	Chin-Teh Hsu	Chin-Teh Hsu	Chin-Teh Hsu	Chin-Teh Hsu
NT\$1,000,000 ~ NT\$1,999,999	Hwa-Tse Liang Chien-Hua Teng Inru Kuo Jui-Hsiung Yen Ming-Chun Chen Jr-Wen Huang	Hwa-Tse Liang Chien-Hua Teng Inru Kuo Jui-Hsiung Yen Ming-Chun Chen Jr-Wen Huang	Hwa-Tse Liang Chien-Hua Teng Inru Kuo Jui-Hsiung Yen Ming-Chun Chen Jr-Wen Huang	Jui-Hsiung Yen Ming-Chun Chen Jr-Wen Huang
NT\$2,000,000 ~ NT\$3,499,999	-	-	-	-
NT\$3,500,000 ~ NT\$4,999,999	-	-	-	-
NT\$5,000,000 ~ NT\$9,999,999	-	-	-	Hwa-Tse Liang Inru Kuo
NT\$10,000,000 ~ NT\$14,999,999	-	-	-	Chien-Hua Teng
NT\$15,000,000 ~ NT\$29,999,999	-	-	-	-
NT\$30,000,000 ~ NT\$49,999,999	-	-	-	-
NT\$50,000,000 ~ NT\$99,999,999	-	-	-	-
Greater than or equal to NT\$100,000,000	-	-	-	-
Total	7	7	7	7

2. Compensation to Supervisors: None.

3. Compensation to Presidents and Vice Presidents

Compensation to Presidents and Vice Presidents (information provided in numerical range and disclosure of names)

Unit: NT\$ Thousands

Title	Name	Salaries (A)		Retirement Pension (B)		Bonus and Special Expenditures, etc. (C)		Employee Bonus in Earnings Distribution (D)				Percent of A+B+C+D to Net Income		Compensation paid to directors from an invested company other than the company's subsidiary
		The Company	All companies in the financial statement	The Company	All companies in the financial statement	The Company	All companies in the financial statement	The Company		All companies in the financial statement		The Company	All companies in the financial statement	
								Cash dividend	Stock dividend	Cash dividend	Stock dividend			
Chairman	Hwa-Tse Liang	0	NT\$17,132	0	0	0	NT\$8,154	0	0	0	0	0.00%	1.38%	-
Chief Executive Officer	Chien-Hua Teng													
General Manager of Subsidiaries	Inru Kuo													
CFO	Shiou Lin, Chen													
Vice President	Chia-Cheng Lin													
Vice President	Chen-Shen Chou													

Range of Compensation

Range of Compensation (Presidents & Vice Presidents)	Name of presidents and vice-presidents	
	The Company	All companies in the financial statement (E)
Less than NT\$ 1,000,000	Hwa-Tse Liang Chien-Hua Teng Inru, Ku Shiou Lin, Chen Chia Cheng, Lin Chen-Shen Chou	-
NT\$1,000,000 ~ NT\$1,999,999	-	-
NT\$2,000,000 ~ NT\$3,499,999	-	Chia Cheng, Lin Chen-Shen Chou
NT\$3,500,000 ~ NT\$4,999,999	-	
NT\$5,000,000 ~ NT\$9,999,999	-	Hwa-Tse Liang Inru Kuo Yu-Fang Wang
NT\$10,000,000 ~ NT\$14,999,999	-	Chien-Hua Teng
NT\$15,000,000 ~ NT\$29,999,999	-	-
NT\$30,000,000 ~ NT\$49,999,999	-	-
NT\$50,000,000 ~ NT\$99,999,999	-	-
Greater than or equal to NT\$100,000,000	-	-
Total	6	6

4. Name of managers responsible for distribution of employee bonus and distribution status: No employee bonus available.

(IV) Analysis of compensation for directors, independent directors, presidents and Vice Presidents in the most recent two fiscal years and compensation policy for directors, independent directors, presidents and Vice Presidents, along with information related to the policies, standards, and portfolios for the payment of compensation, the procedures for determining compensation, and the correlation with business performance and future risks.

1. The ratio of total compensation paid by the Company and by all companies included in the consolidated financial reports to directors, independent directors, presidents and Vice Presidents of the Company, to the net income.

Unit: In thousand NTD; %

Item	2019		2020	
	Amount	%	Amount	%
Directors	8,944	0.49	8,544	0.47
Presidents and Vice Presidents	35,761	1.95	25,286	1.38
Consolidated net profit	1,837,640	100.00	1,828,336	100.00

2. Policy, standards and combinations, as well as the procedures for deciding compensation and the relations with operation performance and risks.

(1) In accordance with Article 34.1 of the Company's Articles of Incorporation, no more than 3% of the Company's profit for the year may be appropriated as directors' compensation. The proportion of remuneration is calculated after taking into account the Company's operating performance, their participation in the Company's operation, risk events that may have a negative impact on the Company's image and reputation, including internal mismanagement, personnel malpractice, target achievement rate, profitability, operational efficiency, and contribution, so as to provide reasonable compensation.

(2) In accordance with Article 34.1 of the Company's Articles of Incorporation, no less than 1-5% of the Company's profit for the year may be appropriated as employees' compensation. Compensation is paid to the managers based on the Company's Remuneration Regulations, the salary standard in the industry of the position, the duties of the position within the Company, and their contribution to the Company's operational targets. The procedures for determining the remuneration shall be based on the Company's "Regulations Governing the Evaluation of Directors' and Managers' Performance". In addition to the Company's overall operating performance, future operating risks, and industry development and prospects, the proportion of remuneration is calculated after taking into account their participation in the Company's operation, or other risk events that may have a negative impact on the Company's image and reputation, including ethical risk events, internal mismanagement, personnel malpractice, target achievement rate, profitability, operational efficiency, and contribution, so as to provide reasonable compensation. Related performance appraisal and the reasonableness of the remuneration determined shall be reviewed by the Remuneration Committee and the Board of Directors. The Company's remuneration system shall be reviewed from time to time based on its actual business status and the relevant laws and regulations to maintain a balance between the Company's sustainable management and risk control.

III. Corporate Governance Practices

(I) Board of Directors Operation:

1. 7 meetings were held by the Board of Directors in the current calendar year, with attendance of directors in Board Meetings as follows:

Title	Name	Frequency of actual attendance	Frequency of proxy-attendance	Frequency of expected attendance	Actual attendance ratio	Note
Director	Hwa-Tse Liang	7	0	7	100%	—
Director	Inru Kuo	7	0	7	100%	—
Director	Yifen Investment Co., Ltd Representative of juristic person : Jui-Hsiung Yen	2	5	7	29%	—
Director	Chien-Hua Teng	7	0	7	100%	—
Independent Director	Ming-Chun Chen	7	0	7	100%	—
Independent Director	Jr-Wen Huang	7	0	7	100%	—
Independent Director	Chin-Teh Hsu	6	1	7	86%	—

Other Notes

- (1) In matters specified in Article 14-3 of the Securities and Exchange Act, or Board resolutions where independent directors have expressed opposition or qualified opinions that have been noted in the record or declared in writing, meeting minutes shall record the date and session of the board meeting, the content of the resolution, and the response of the Company regarding the opinion of the Independent Director: None.
- (2) So as to avoid any conflict of interest by directors, meeting minutes shall record the names of directors, the content of any resolution, reasons for avoidance of conflict of interest, and the result of voting: None.
- (3) The evaluation cycle and period, scope of evaluation, evaluation method, and evaluation items of the self-evaluations conducted by the Board of Directors

Evaluation cycle	Evaluation period	Scope of evaluation	Evaluation method
Once a year	January 1, 2020 and December 31, 2020	The Board of Directors, individual directors, and functional committees	Internal self-evaluation by the Board of Directors, self-assessment by directors

Evaluation items

- (1) Board performance evaluation: At least includes level of participation in Company operations, the quality of Board decisions, Board composition and structure, appointment of directors and their continued development, and internal controls.
- (2) Individual director performance evaluation: At least includes grasp of Company targets and missions, understanding of the director's role and responsibilities, level of participation in company operations, internal relationship management and communication, director's specialty and continued development, and internal controls.
- (3) Functional committee performance evaluation: Participation in Company operations, understanding of the responsibilities of functional committees, improvement of the decision-making quality of functional committees, composition of functional committees, and member selection and internal control.

- (4) Assessment of objectives and implementation status in the area of strengthening the powers of the board of directors for the current and immediate past years will be carried out: On August 10, 2018, the Company's Board of Directors resolved to establish a "Corporate Governance and Sustainability Committee" to assist the Board of Directors in its efforts to continuously promote the implementation of corporate social responsibility and sustainable business management.

(II) Audit Committee Operation:

1. 7 meetings were held by the Auditing Committee in the current calendar year, with attendance of independent directors as follows:

Title	Name	Frequency of actual attendance	Frequency of proxy-attendance	Frequency of expected attendance	Actual attendance ratio	Note
Independent director	Ming-Chun Chen	7	0	7	100%	—
Independent director	Jr-Wen Huang	7	0	7	100%	—
Independent director	Chin-Teh Hsu	6	1	7	86%	—

Other Notes

- (1) Matters referred to in Article 14-5 of the Securities and Exchange Act or other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all directors: None
- (2) If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: None

2. The communication channels between the Audit Committee and the Internal Audit Officer functioned well. No irregularity on internal audit was reported during 2020.

Date	Means of Communication	Receiving Party of the Communication	Communication Item Results of the Communication	Results of the Communication
2020/3/17	Audit Committee	Internal Audit Officer	1. 4Q2019 Internal audit implementation and reporting 2. 2019 Statement of Internal Control	Acknowledged by all attending members
2020/5/15	Audit Committee	Internal Audit Officer	1Q2020 Internal audit implementation and reporting	Acknowledged by all attending members
2020/8/13	Audit Committee	Internal Audit Officer	2Q2020 Internal audit implementation and reporting	Acknowledged by all attending members
2020/11/13	Audit Committee	Internal Audit Officer	1. 3Q2020 Internal audit implementation and reporting 2. 2020 Audit plan	Acknowledged by all attending members

3. The communication channels between the Audit Committee and the Independent Auditors functioned well. The Company's Independent Auditors have presented the findings of their review or audits when required on the Company's financial results and other matters required by laws and regulations to the Audit Committee. No irregularity on finance was reported during 2020.

Date	Means of Communication	Receiving Party of the Communication	Communication Item	Results of the Communication
2020/03/17	Audit Committee	Independent Auditors	2019 Audit result communication	Acknowledged by all attending members
2020/05/15	Audit	Independent	1Q2019 Audit result communication	Acknowledged

	Committee	Auditors		by all attending members
2020/08/13	Audit Committee	Independent Auditors	2Q2019 Audit result communication	Acknowledged by all attending members
2020/11/13	Audit Committee	Independent Auditors	3Q2019 Audit result communication	Acknowledged by all attending members

4. Major Resolutions of the Audit Committee Meetings in 2020

Time	Major Subject	Company Reaction Base on the Opinion of Independent Directors	Resolution
2020/1/10 The 1 st Audit Committee Meeting	(1) Changes of financial officer and accounting officer.	Approved by all attendees of the Committee	Proposed to the board for discussion and approved by all attendees of the board
2020/2/15 The 2 nd Audit Committee Meeting	(1) Acquisition of Speedy Industrial Supplies Pte. Ltd. (2) Approve Citi (HK) Commercial Bank as Escrow Agent for acquisition of Speedy Industrial Supplies Ptd Ltd	Approved by all attendees of the Committee	Proposed to the board for discussion and approved by all attendees of the board
2020/3/17 The 3 rd Audit Committee Meeting	(1) 2019 Consolidated Financial Statements and Business Report (2) Year 2019 Proposal for Distribution of Profits. (3) Year 2019 Statement on Internal Control. (4) Amendment to the Company's Articles of Incorporation. (5) Revisions to "Management of Operation of Board Meeting". (6) revisions to "Audit Committee Charter" and "Management of Audit Committee Meeting Operations". (7) Revisions to other management procedures. (8) Validation and Appointment of the Effectiveness and Independence of auditing Certified Public Accountants. (9) Authorization of loans between the Company and its wholly owned subsidiaries and their wholly owned subsidiaries as well as between these subsidiaries (10) Early termination of loan between the Company vs 100% owned subsidiaries.	Approved by all attendees of the Committee	Proposed to the board for discussion and approved by all attendees of the board

	(11) Extend Loan Terms between subsidiaries wholly owned by the Company. (12) The Guarantees for making of general credit limit, granted by Citibank for subsidiaries.		
2020/5/7 The 4 th Audit Committee Meeting	(1) The extension and addition of bank facilities and the guarantee granted by the Company to subsidiaries.	Approved by all attendees of the Committee	Proposed to the board for discussion and approved by all attendees of the board
2020/5/15 The 5 th Audit Committee Meeting	(1) 2020Q1 Consolidated Financial Statements. (2) The Payment Guarantees for BizLink (BVI) Corp. Limited, a 100% owned subsidiary. (3) New Loan Terms with 100% owned subsidiaries.	Approved by all attendees of the Committee	Proposed to the board for discussion and approved by all attendees of the board
2020/8/13 The 6 th audit Committee Meeting	(1) Approved 2020Q2 Consolidated Financial Statements. (2) Approved addition and amendment of relevant regulations based on revised" Corporate Governance Related References" issued by TWSE. (3) Approved the cash injection from the Company to the subsidiary, BizLink Tech. Inc. (4) Approved the subsidiary, BizLink Technology SRB d.o.o., acquire the currently-leased business and production premises based on the lease contract. (5) Approved new group version of" Rule of seal management". (6) Approved on the renewal and provision of Guarantee for Bank facility for the Company and related subsidiary. (7) Approved on the new additions and revisions of Loaning of Funds between subsidiaries. (8) Approved the Payment Guarantees for BizLink (BVI) Corp. Limited, a 100%-owned subsidiary. (9) Approved the cash injection from the Company to the subsidiary, BizLink International Corp. (10) Approved to authorize the Company Chairman to	Approved by all attendees of the Committee	Proposed to the board for discussion and approved by all attendees of the board

	determine the endorsements / guarantees to others within certain amount.		
2020/11/13 The 7 th audit Committee Meeting	<p>(1) Approved 2020Q3 Consolidated Financial Statements.</p> <p>(2) Approved 2021 Audit Plan.</p> <p>(3) Approved amendment of group version of "Rule of seal management".</p> <p>(4) Approved amendment of "Rule of Management of the procedures for preparation of financial statements".</p> <p>(5) Approved amendment of "Procedures for Acquisition or Disposal of Assets".</p> <p>(6) Approved amendment of "Procedures for Loans to others".</p> <p>(7) Approved amendment of "Procedures for Endorsements/Guarantees to others".</p> <p>(8) Approved the new additions of Loaning of Funds between subsidiaries.</p> <p>(9) Approved the extension of Endorsements/Guarantee between subsidiaries.</p>	Approved by all attendees of the Committee	Proposed to the board for discussion and approved by all attendees of the board

(III) Variations (if any) with the Corporate Governance Practice Principles for TWSE/GTSM Listed Companies and reasons for such discrepancies

1. Implementation of Corporate Governance Practices:

Item	Operation			Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and reasons
	Yes	No	Implementation Status	
1. The Company's establishment and disclosure of a Corporate Governance in accordance with "Corporate Governance Best-Practice Principles for TSEC/GTSM Listed Company".	✓		The Company has established and disclosed principles for Corporate Governance practice in accordance with "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Company".	None
2. Shareholding structure and shareholder rights (1) The Company's establishment and implementation of internal operating procedures for matters relating to shareholder suggestion, question, conflict and litigation. (2) The Company's possession of a list of major shareholders and a list of ultimate owners of these major shareholders. (3) The Company's establishment and implementation of a risk management mechanism and firewalls between the Company and its affiliates. (4) The Company's establishment of internal standards to prevent internal personnel trade based on non-public information.	✓		(1) The Company has designated a spokesperson, deputy spokesperson, exclusive personnel, and a phone line for investors along with an e-mail box to handle shareholder suggestions or complaints based on "Corporate Governance Practices". (2) The Company is able to maintain a list of major shareholders and a list of the end parties in control of these major shareholders to make regular disclosure accordingly. Please see p.61 of the annual report for the list of major shareholders. (3) The Company has established a risk management mechanism and firewalls based on internal guidelines on supervision of subsidiaries, providing endorsement and guarantee, financing to others, acquisition and disposition of asset, as well as, other related internal regulations. All business activities with affiliates will be handled as with third-parties to avoid irregular transactions. (4) The Company has established "Procedures of Handling Significant Information & Insider Trading policy" to prevent insider trading. The Company provides one training session, at least, regarding "Guidance of Insider Trading Prevention" with associated topics every year to every existing Board Director, executive and employee. Supplementary information from regulatory authorities will be given either by paper or email.	None

Item	Operation			Deviations from “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and reasons
	Yes	No	Implementation Status	
			Educational programs will be arranged for new directors and managers within 3 months after coming onboard, and provided to new hires during pre-job training. The Company immediately gives mandatory sessions to new employees regarding insider trading prevention, covering material information handling and “Guidance of Insider Trading Prevention” with highlights on the scope, regulated parties and liabilities of damages. The training was provided to a total of 457 employees in 2020. All training materials are available on the Company’s e-learning system.	
<p>3. Composition and responsibilities of the Board of Directors</p> <p>(1) The Board's establishment and implementation of a guideline for forming a board of diversification.</p>	✓		<p>(1) In accordance with Article #19-3 under the Company’s “Corporate Governance Best Practice Principle,” the composition of the board of directors shall be determined by taking diversity into consideration and formulating an appropriate policy on diversity based on the company's business operations and development needs. We have one female Director out of the total seven members, 14% of total, and three Independent Directors, 43% of total. All of our Directors possess the necessary knowledge, skills, and areas of expertise covering—but is not limited to— commerce, finance, accounting, and our specific business operations.</p> <p>2 goals were set for BoD member diversity: 1. More than 1 female member 2. The number of Directors who concurrently serve as employees of the Company and its parent, subsidiary or brother is less than 1/3 of the total number of Directors.</p> <p>Both goals were achieved in 2020. The Board diversity policy will continue to be implemented in the future.</p>	None
(2) The Company's establishment of committees other than			(2) In order to strengthen our corporate	

Item	Operation			Deviations from “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and reasons
	Yes	No	Implementation Status	
<p>Compensation and Audit Committees required by the law.</p> <p>(3) The Company establishes a standard to measure Board performance, ensures standards are implemented each year, and submits results to the Board of Directors and referenced when determining the remuneration of individual directors and nominations for reelection.</p> <p>(4) The Company's regular evaluation of external auditors' independence.</p>			<p>governance and environmental protection initiatives, and to fulfill our social responsibility, a “Corporate Governance and Sustainability Committee” was established through the resolution of the Board Meeting held on August 10, 2018 to assist the Board to continue promoting and implementing corporate social responsibility and sustainable management.</p> <p>(3) We have established the “methodology for evaluating the performance of the Board of Directors.” The evaluation will be given at the end of each year and the results will be posted on the Company's website.</p> <p>(4) The Company makes regular evaluation of external auditors' independence according to Corporate Governance Practices on the guidance of "Integrity, Objectivity and Independence" under The Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No. 10.</p>	
<p>4. Does the Company appoint a suitable number of competent personnel and a supervisor responsible for corporate governance matters (including but not limited to providing information for directors and supervisors to perform their functions, assisting directors and supervisors with compliance, handling work related to Board of Directors meetings and shareholders' meetings, and producing minutes of Board meetings and shareholders' meetings)?</p>	✓		<p>There is a dedicated corporate governance officer by the resolution of the BoD meeting on January 1, 2020 which is the Vice President of Strategic Investment who has had 3 years of corporate governance related experience. The major duties of the unit include collecting and sharing information on the latest laws or regulations regarding corporate management for the directors and assisting in matters related to regulatory compliance.</p> <p>In 2020, the cumulative number of training hours attended by the head of corporate governance on related topics was 18 hours. In 2021, it is expected to be over 12 hours.</p>	None

Item	Operation			Deviations from “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and reasons
	Yes	No	Implementation Status	
facilitating better understanding of the Company's corporate governance practices:			<p>Relations under Section Five-Operating Summary on page 100 to 104.”</p> <p>(2) Investor Relations, Stakeholder Engagement, and Supplier Relations: The Company uses MOPS and its website as channels to inform all parties of its operations. Additionally, the Investor Relations Department was established to better liaison with investors and stakeholders and also serves as Public Relations. A “Stakeholder Engagement” section was added onto the Company website.</p> <p>(3) Status of continued education for directors and supervisors: All Board members and relevant supervisors participated in financial, business, and professional refresher courses. Please see page 37 for more details.</p> <p>(4) Implementation of risk management and risk evaluation: Internal regulations were established in line with regulatory laws, along with the performance of risk management and assessment.</p> <p>(5) Implementation of Customer Service Policy: The Company has Quality Assurance and Customer Support departments to provide transparency and streamline the resolution of service or product issues.</p> <p>(6) Status of the company purchased liability insurance for directors: The Company has purchased D&O Insurance for its directors.</p>	
<p>9. The improvement status for the result of Corporate Governance Evaluation announced by Taiwan Stock Exchange</p> <p>(1) Improvement status: Posting information regarding the diversification policy in the Board of Directors composition (fulfillment status from individual Board members on diversified core competence) is stated below:</p> <p>(2) Prioritized enforcements and measures: Web posting on information regarding the diversification policy for the composition of its Board of Directors (fulfillment status from individual Board members on diversified core competence).</p>				

Implementation of the diversification policy for the composition of its Board of Directors

Director	Position	Gender	Key diversified core competence								
			The ability to make judgments about operations	Accounting and financial analysis ability	Legal profession	Business management ability	Crisis control ability	Industry knowledge	An international market perspective	Ability to lead	Decision-making ability
Hwa-Tse Liang	Chairman	M	V			V	V	V	V	V	V
Inru Kuo	Director	F	V	V		V	V	V	V	V	V
Chien-Hua Teng	Director	M	V			V	V	V	V	V	V
Yifen Investment Co., Ltd Representative of juristic person: Jui-Hsiung Yen	Director	M	V			V	V	V	V	V	V
Ming-Chun Chen	Independent Director	M	V	V		V	V	V	V	V	V
Jr-Wen Huang	Independent Director	M	V	V		V	V	V	V	V	V
Chin-Teh Hsu	Independent Director	M	V		V	V	V	V	V	V	V

2. Continuing education of the directors and independent directors

Title	Name	Date of assumption of duty	Date of the first assumption of duty	Training date		Organizer	Class name	Training hours	Has continuing education complied with laws and regulations ? (Note)
				From	To				
Director	Hwa-Tse Liang	2018/06/21	2010/06/01	2020.09.04	2020.09.04	Taiwan Stock Exchange Corporation	2020 Insider Trading and Insider Equity Trading Prevention Seminar	3	Yes
				2020.09.21	2020.09.21	Taiwan Stock Exchange Corporation	Corporate Governance 3.0 - Sustainable Development Roadmap	3	
Directors	Chien-Hua Teng	2018/06/21	2000/06/01	2020.07.22	2020.07.22	UBS AG, Taipei Branch	Corporate Governance / Corporate Sustainability Certification Seminar	3	Yes
				2020.08.04	2020.08.04	Corporate Operation Association of the Republic of China	Aspects of Shareholders' Interests - Starting from the Disputes of Operating Rights	3	
Director	Inru Kuo	2018/06/21	2000/06/01	2020.09.03	2020.09.03	Taiwan Stock Exchange Corporation	2020 Insider Trading and Insider Equity Trading Prevention Seminar	3	Yes
				2020.09.21	2020.09.21	Taiwan Stock Exchange Corporation	Corporate Governance 3.0 - Sustainable Development Roadmap	3	
Director	Yifen Investment Co., Ltd Representative of juristic person: Jui-Hsiung Yen	2018/06/21	2018/06/21	2020.08.06	2020.08.06	Taiwan Investor Relations Institute	Board of Directors Performance Evaluation and Corporate Governance	3	Yes
				2020.08.13	2020.08.13	Taiwan Printed Circuit Association	Benchmark Forum - Changes and Unchanged of the World After the Epidemic	1.5	
				2020.11.06	2020.11.06	Taiwan Investor Relations Institute	Key to Corporate Sustainability : Enterprise and Family Specialization	3	

Independent director	Jr-Wen Huang	2018/06/21	2009/11/12	2020.06.24	2020.06.24	Securities & Futures Institute	Operations of the Independent Directors and Audit Committee	3	Yes
				2020.08.04	2020.08.04	Corporate Operation Association of the Republic of China	Aspects of Shareholders' Interests - Starting from the Disputes of Operating Rights	3	
				2020.11.10	2020.11.10	Securities & Futures Institute	Macro Vision of Sustainable Development for Global Enterprises	3	
Independent director	Ming-Chun Chen	2018/06/21	2012/06/12	2020.07.29	2020.07.29	Securities & Futures Institute	Cybercrime	3	Yes
				2020.08.04	2020.08.04	Corporate Operation Association of the Republic of China	Aspects of Shareholders' Interests - Starting from the Disputes of Operating Rights	3	Yes
Independent director	Chin-Teh Hsu	2019/06/12	2019/06/12	2020.08.07	2020.08.07	Securities & Futures Institute	Analysis of International Tax Trends under the New Corporate Governance Blueprint and Countermeasures	3	Yes
				2020.11.06	2020.11.06	Securities & Futures Institute	Legal Risk of Directors and Supervisors from Major Corporate Malpractice Cases and Countermeasures	3	

Note: Comply with time, scope, system, arrangement and information disclosures stated in "Directions for the implementation of continuing education for directors and supervisors of TWSE Listed and GTSM Listed companies."

(IV) The composition, responsibilities, and operation of the Compensation Committee:

The Board of Directors approved the establishment of a Compensation Committee on December 15, 2011, and formulated a "Compensation Committee Charter." The responsibilities of the Compensation Committee are to formulate and discuss on a regular basis the performance of directors, supervisors, and managers, along with the policy, system, standard, and structure of compensation, while evaluating and determining the remuneration for directors, supervisors, and managers.

1. Member of Compensation Committee

Identity (Note 1)	Qualifications	Five or more years of work experience, together with the following professional qualification			Independence Criteria (Note) (Note 2)										Number of listed companies concurrently served as member of Compensation Committee	Remarks (Note 3)
		An instructor or higher up in a department of commerce, law, finance, accounting or other academic department related to corporate business in a public or private college or university	A judge, public prosecutor, attorney, certified public accountant, or other professional or technical specialist who has passed a national examination and has been awarded a certificate in a professional capacity that is necessary for corporate business.	Work experienc e in the field of commerce , law, finance, accounting , or otherwise necessary for corporate business	1	2	3	4	5	6	7	8	9	10		
Independent director	Ming-Chun Chen	-	-	V	V	V	V	V	V	V	V	V	V	V	0	None
Independent director	Jr-Wen Huang	-	-	V	V	V	V	V	V	V	V	V	V	V	0	None
Other	Chia-Jiun Cherng	-	-	V	V	V	V	V	V	V	V	V	V	V	0	None

Note 1: Identity refers to director, independent director, or others.

Note 2: During the two years before being elected or joining the term office, directors or supervisors shall meet the following terms with "✓" mark.

1. Not an employee of the company or any of its affiliates.
2. Not a director, supervisor, or employee of the company or any of its affiliates. Not applicable to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings.
4. Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a managerial officer under subparagraph 1 or any of the persons in the preceding two subparagraphs.
5. Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act. Not applicable to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
6. If a majority of the company's director seats or voting shares and those of any other company are controlled by the same person: not a director, supervisor, or employee of that other company. Not applicable to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
7. If the chairperson, general manager, or person holding an equivalent position of the Company and a person in any of those positions at another company or institution are the same person or are spouses: not a director (or governor), supervisor, or employee of that other company or institution. Not applicable to independent directors appointed in accordance with the Act

or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.

8. Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. Not applicable to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent, if the specified company or institution holds 20 percent or more and no more than 50 percent of the total number of issued shares of the public company.
9. Not a professional individual, an owner, partner, director, supervisor or officer of a sole proprietorship, partnership, company or institution that provides auditing services to the Company or any affiliate of the Company or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000 or a spouse thereof; this restriction does not apply to a member of the remuneration committee, public tender offer review committee or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.
10. Has not been a person of any conditions as defined in Article 30 of the Company Law.

Note 3: If the member is a director, please specify conformity with Article 6.5 of "Regulations Governing the Appointment and Exercise of Powers by the Compensation Committee of a Company whose Stock is listed on the Stock Exchange or traded Over the Counter."

2. Compensation Committee meeting status

- (1) The Company has 3 members in the Compensation Committee.
- (2) Term of office: June 21, 2018 to June 20, 2021. Two meetings were convened in the current calendar year, with the qualification and attendance of members as follows:

Title	Name	Attendance in person	Frequency of proxy-attendance	Attendance rate in person (%)	Note
Convener	Ming-Chun Chen	3	0	100%	
Auditors	Chia-Jiun Cherng	3	0	100%	
Auditors	Jr-Wen Huang	3	0	100%	

(3) Major Resolutions of the Compensation Committee Meetings in 2020

Time	Major Subject	Company Reaction Base on the Opinion of the Compensation Committee	Resolution
Feb. 15, 2020 The 1 st Compensation Committee Meeting	(1) Issuance of Employee Stock Options.	Approved by all attendees of the Committee	Proposed and approved by all attendees of the board
Mar. 17, 2020 The 2 nd Compensation Committee Meeting	(1) Year 2019 Remuneration Proposal for Directors. (2) Year 2019 Incentive Pay Proposal for Employees.	Approved by all attendees of the Committee	Proposed and approved by all attendees of the board
Nov. 13, 2020 The 3 rd Compensation Committee Meeting	(1) 2021 Distribution Proposal of "Phantom Stock Plan for Managers.	Approved by all attendees of the Committee	Proposed and approved by all attendees of the board

(V) The implementation of social responsibility

Item	Operation			Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and reasons
	Yes	No	Implementation Status	
1. Actualizing the promotion of corporate governance policies (1) Condition where the Company sets forth corporate social responsibility policies or regulations and examines performance results from the implementation.	✓		1. The Company's establishment of "Corporate Social Responsibility Best Practices" to stipulate employee policy with code of conduct and regulations, ensuring safe and clean environment as well as safekeeping of hazardous materials (regarding energy, production material and waste). The Company will also conduct regular reviews held by the task force and associated departments.	None
2. The Company's establishment of a dedicated Board authorized task force, to promote corporate social responsibility and present relevant reports to the Board.	✓		2. A "Corporate Governance and Sustainability Committee" was established through the resolution of the Board Meeting held on 08/10/2018, chaired by Mr. Chien-Hua Teng and staffed by two independent directors. The Committee is subdivided into four task forces covering corporate governance, economics, society, and environment to continue promoting and implementing corporate social responsibility and sustainable management to achieve better corporate governance, environmental protection, and fulfill social responsibility. In accordance with the principle of materiality of corporate social responsibility, the Company conducted risk assessments of material issues, and formulated the "Risk Management Policies and Procedures" in 2020 based on these assessments. The committee will hold relevant discussions regularly and make no less than one report to the Board Meeting every year.	None

Item	Operation			Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and reasons
	Yes	No	Implementation Status	
<p>3. Environmental issues</p> <p>(1) The Company facilitates the establishment of an appropriate environmental management system that is compliant with industry standards.</p> <p>(2) The Company enhances the effectiveness of its resource use, and uses recycled materials to lower the environmental impact.</p>	✓		<p>(1) The Company's product line includes connecting wires, connectors, solar junction boxes, wire harnesses and cables, and optical components. The Company is dedicated to establishing the optimal environment management system to fulfill environmental protection responsibilities by insisting on pollution prevention and continuous improvement of green product manufacturing while implementing Quality Management Systems to promote social development and enhance operational efficiency.</p> <p>Certifications:</p> <ul style="list-style-type: none"> • ISO 14001:2004 Environment Management System: plants that receive the certificate include Shenzhen plants (Xiang Yao, Bizconn, TongYing), Queen Mao, OptiWorks, BizLink Electronics and Malaysia plant for implementation measures on energy saving, environment protection, and waste disposition. This builds a foundation for the continuous improvement of procedures to reduce environmental hazards for long term ecological balance. • Microsoft certification laboratory: Laboratory Accreditation for OEM (ISO/IEC 17025) and testing laboratory for lead and hazardous materials • Environment protection plant: Certifications for EU RoHS (Restriction of Hazardous Substances Directive) and ISO45001 occupational health and Safety environmental plant <p>(2) The Company has established effective waste management procedures that separate waste into three types in accordance with their natures and entrust certified waste management services for disposition and recycling. Environmentally friendly materials are chosen during product development (the Company halted the use of Styrofoam in</p>	None

Item	Operation			Deviations from “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and reasons												
	Yes	No	Implementation Status													
(3) The Company evaluates the potential risks and opportunities in climate change with regard to the present and future of its businesses, and takes appropriate action to counter climate change issues.			2015).													
(4) The Company takes inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and implements policies on energy efficiency and carbon dioxide reduction, greenhouse gas reduction, water reduction or waste management.			<div>(3) To ensure that the production and manufacturing processes of our halogen free materials conform with the European RoHS Standards an environment evaluation report and sewage discharge permission were obtained before establishing a halogen free material production plant. In addition, industry waste such as the residue of ink solvent from processing wire harnesses, stamping process, and chemical residue from the maintenance of mold and injection molding machines is relatively low, and has been approved by the QC080000 Hazardous Substance Process Management system. The Company takes corporate social responsibility seriously; and strives to conform with environmental protection standards by reducing its’ carbon footprint every step of the way.</div> <div>(4) Greenhouse gas emission for the past two years by ISO 14064-1 standard:</div> <table><tr><td>Year</td><td>2020</td><td>2019</td></tr><tr><td>GHG emissions/CO2e</td><td>30698.07</td><td>30431.66</td></tr><tr><td>Water Usage / m³</td><td>443,691</td><td>385,627</td></tr><tr><td>Production Waste / Ton</td><td>3,168</td><td>2,933</td></tr></table> <div>The current inventory checks were conducted in all 17 production sites.</div> <div>In-house R&D procedures were executed in order to reduce energy usage and greenhouse emissions. Reduction target for energy intensity: 10% of energy intensity decrease by 2025 compared to the intensity in 2017.</div> <div>Reduction target for greenhouse gas emission: 2% emission intensity decrease from that of the previous year.</div>	Year	2020	2019	GHG emissions/CO2e	30698.07	30431.66	Water Usage / m³	443,691	385,627	Production Waste / Ton	3,168	2,933	
Year	2020	2019														
GHG emissions/CO2e	30698.07	30431.66														
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Production Waste / Ton	3,168	2,933														

Item	Operation			Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and reasons
	Yes	No	Implementation Status	
<p>4. Social issues</p> <p>(1) The Company develops appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights.</p>	✓		<p>(1) The Company complies with the laws and regulations of the countries / regions in which it operates, supports and respects relevant international standards, including the ILO MNE Declaration, the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact, the United Nations Universal Declaration of Human Rights, and the RBA Code of Conduct, and established a "Code of Conduct for Employees" as its part of its management policies and procedures. The Company has also established the "Business and Human Rights: Protect, Respect and Remedy Framework" and "Guiding Principles" to support this initiative.</p>	None
<p>(2) The Company has reasonable employee benefits.</p>	✓		<p>In accordance with Article 34.1 of the Articles of Incorporation, the Company may distribute no less than 1-5% of its profit for the year as employee compensation. Compensation is distributed to managers in accordance with the Company's Remuneration Management Procedures, the industry standard for the salary of the position, the scope of power and responsibility of the position within the Company, and the contribution to the Company's operational targets. Since 2021, we have launched an employee share ownership trust program for all employees of the Company and its affiliates. Employees shall contribute a fixed amount from their monthly salary, while the Company contributes the same amount to a dedicated trust account. Not only can this retain talents, but can also help employees accumulate wealth and plan for their future retirement.</p>	

Item	Operation			Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and reasons
	Yes	No	Implementation Status	
(3) The Company's offers a safe and healthy working environment for its employees and provides safety and health education regularly.	✓		(3) The Company aims to provide a secure, healthy and comfortable working environment for our employees. A healthy environment will be achieved by promoting the right mindset, and creating the right work place. Safety and health courses are regularly provided and the ISO45001 occupational safety and health management system is introduced for all the employees. Regulations and related files regarding worker safety and hygiene are made available for viewing on our internal website.	None
(4) The availability of effective career development plans for employees.	✓		(4) Personality & aptitude tests will be given to newly-hired college graduates when during the on-boarding process. Guidance regarding career paths will be provided after. A dual promotion system is adopted for existing staff to develop their career in a professional or management field based on personal will and characteristics. Four-month training, including on-job education and rotation, will be required for a new manager to strengthen their management capabilities.	
(5) The Company's products and services comply with relevant laws and international standards in relation to customer health and safety, customer privacy, and marketing and labeling of products and services, and are relevant consumer protection and grievance procedures policies are implemented.	✓		(5) With a core value of integrity and being customer oriented, the Company considers customers to be partners and aims to create mutual benefits for both parties. The Customer Service department is responsible for customer complaints, and conducts an annual satisfaction survey for continuous improvement.	
(6) The company implement supplier management policies, requiring suppliers to observe relevant regulations on environmental protection, occupational health and safety, or labor and human rights.	✓		(6) To encourage supplier corporate social responsibility, suppliers must comply with the "Guarantee for maintaining corporate social responsibility" policy. Before engaging with BizLink, the suppliers must obtain the corresponding environment protection document and ROHS certification. Prior impact on environment and society from the suppliers is evaluated on the below criteria: <ul style="list-style-type: none"> • Availability of technology, quality criteria and testing methodology for 	

Item	Operation			Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and reasons
	Yes	No	Implementation Status	
			<p>raw materials</p> <ul style="list-style-type: none"> • Availability of conducting quality system examinations on material vendors • Completed records when making orders to qualified vendors • Availability of tracking procurement procedures • Availability of environment protection labeling on packaging • Availability of signing eco-friendly agreement with raw material suppliers. • Records of violating environmental protection and social responsibility. <p>The Company has included its corporate social responsibility in supplier contracts. The Company has the right to terminate a contract any time a supplier violates any of the policy stated below or makes significant negative impact to the environment and society. Terms and conditions:</p> <ul style="list-style-type: none"> • Based on "Raw Material Procurement Contract", the Company stipulates environmental protection standards, termination clauses and associated damages with the vendor. These require that the supplier conduct business activities with due consideration of labor health and safety, friendly working environment, legal compliance, code of ethics, RBA qualification and ban on using metal from controversial mining areas. • According to suppliers' "Guarantee for maintaining corporate social responsibility", vendors shall not apply materials from controversial mining areas. However, vendors shall comply with all related laws and regulations, as well as related standards covering employee management, health and safety, environment and ethics. Vendors will also understand the Company's right to terminate any transaction when violating corporate social responsibility. 	

Item	Operation			Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and reasons
	Yes	No	Implementation Status	
5. The Company references internationally accepted reporting standards or guidelines, and prepares reports that disclose non-financial information of the Company, such as corporate social responsibility reports. The reports above obtain assurance from a third-party verification unit.	✓		The Company has voluntarily compiled the Corporate Sustainability Reports starting from 2017. The report is certified by a third party based on the latest GRI standards to present the Company's efforts on sustainable development since 2018. The reports are opened for public viewing under https://www.bizlinktech.com/zh-tw/about/corporate	None
6. If the Company has established its corporate social responsibility code of practice in accordance with the "Corporate Social Responsibility Best Practice Principles for TWSE / GTSM-Listed Companies" please describe the operational status and differences: None. The Company has long upheld integrity as its core value and integrated corporate social responsibility to its daily business activities and management. The Board approved the "Corporate Social Responsibility Best Practices" policy to facilitate our implementation of the concept and fulfill our promise to society.				
7. Other important information to facilitate better understanding of the Company's implementation of corporate social responsibility (e.g., environmental protection, community participation, social contribution, social services, social welfare, consumer rights, human rights, and safety and health): (1) Employee rights and employee care: Please refer to labor-management relations in the business operation section of the annual report. (2) Rights of the shareholders: There is an open communication channel with banks, employees, consumers and suppliers, whose legitimate rights are respected and maintained. In addition, there is a spokesperson, deputy spokesperson, and litigation and non-litigation agent available for the Company. The Company provides shareholders with honest financial and business records to protect the rights of shareholders. The Company's transactions with subsidiaries follow strictly by "Administrative measures governing related party transactions" and "Procedures governing the monitoring and management of subsidiaries". (3) Environmental protection: In addition to following global design and manufacturing trends, responding to the demands of RoHS, HSF (Hazardous Substances Free) of the Company, and customers so as to ensure that the Company's products satisfy international standards and customers' requirements, the Company complies strictly with the Trash Clearance Act, Water Pollution Controls Act and Air Pollution Controls Act to protect environmental quality. (4) Community participation, social contribution, social services and social welfare: donations to social groups, participation in educational, welfare and cultural activities and implementation of corporate social responsibilities: I BizLink has sponsored aerospace R&D projects chaired by Professor Zong-Xin Wu from the National Chiao Tung University, and teamed up with students from NCTU Mechanical Engineering Department, Taipei Tech Electronic Engineering Department, and NCUT Department of Engineering Science from the Advanced Rocket Research Center (ARRC) since 2016. A total of NT\$ 200,000 was granted to create locally-developed satellite carriers in 2020. The Company will closely follow-up on the projects' progress, and provide professional assistance in signal transmission. II Sponsoring Kuroshio Ocean Education Foundation "Wales and Dolphins Protection Program" to protect marine ecology. BizLink sponsored the Hualien Cetacean Ecological Survey Project of the Kuroshio Ocean Educational Foundation in 2020 with NT\$500,000 to maintain the biodiversity of Taiwan's coastal areas. The Foundation conducted an ecological survey of cetaceans in Hualien, where cetaceans are mainly found, to build a cetacean protection zone in Hualien, so that cetaceans are protected from fishing and tourism activities, and to enhance the quality of life for wild cetaceans, so that people and cetaceans can live in harmony. The survey results are regularly submitted to the relevant government authorities every year to use as a reference in the formulation of policies related to the protection of marine biodiversity.				

Item	Operation			Deviations from “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and reasons
	Yes	No	Implementation Status	
<p>III Continuing support for vulnerable children and related charity organizations</p> <p>Love knows no bounds, so the Company pays extra attention to children’s welfare and medical care. The Company is a long-time donor to NPOs such as UNICEF, World Vision, Doctors Without Borders (Médecins sans frontières), Washington Hospital for building of emergency and intensive care facilities, S.G. Komen Breast Foundation, Friends of Children with Special Needs (FCSN), UCSF Children Hospital, Smile Train Cleft Lip and Palate Children's Charity, Tzu-Chi Foundation, Special Olympics etc. Total donations in 2020 was US\$134,500.</p> <p>5. Consumer rights: improve the Company’s competitiveness by providing aggressive, efficient, and effective services to meet the satisfaction of existing and potential customers.</p> <p>6. Human rights: The Company offers equal opportunity to all genders, religious groups, and political parties, and provides a working environment free of discrimination and harassment.</p> <p>7. Occupational safety and health: The Company provides the best safety and health environment so as to comply with the Labor Safety and Health Act (please refer to Labor safety and health code of practice for details).</p> <p>8. Public organizations: The Company shares its experiences in public organizations and seminars in hopes of enhancing industry competitiveness and contributing to a better society.</p> <p>8. Other information regarding products or the "Corporate Social Responsibility Report" which are verified by certification authority shall be specified: An independent third party (SGS Taiwan Ltd.) has been engaged to provide assurance for AA 1000 AS (2008) type 1, Moderate -level accountability and GRI Standards disclosure in accordance with Core Option.</p>				

(VI) The implementation of integrity management and the responsive measures

Item	Operation			Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and reasons
	Yes	No	Implementation Status	
<p>I. Establishment of corporate ethical conduct policy and implementation measures</p> <p>1. The Company's guidelines on corporate ethical conduct policy are provided in internal policy and disclosed publicly. The Board of Directors and management team demonstrate their commitment to implement the policies.</p> <p>2. The Company sets forth policies to prevent unethical conduct. The implementation of the relevant procedures, guidelines and training mechanism are provided in the policies.</p> <p>3. The Company's protection measures regarding activities that are at a possible higher risk of unethical conduct or described under Article #7.2 under "Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies".</p>	✓		<p>1. In our "Ethical Corporate Management Best Practice Principle," information regarding the related policies with practices and the commitment to implement the operating policies from the Board and the top management have been disclosed. Our "Ethical Corporate Management Best Practice Principle" and "Procedures for Ethical Management and Guidance on Conduct" have been available on the internal employee website, the company website and the Market Observation Post System.</p> <p>2. The Company formulated "Procedures for Ethical Management and Guidelines for Conduct" which governs the important matters when conducting business and covers the reporting of improper conducts both internally and externally, including whistleblower protection and their associated handling.</p> <p>3. The Company's "Procedures for Handling Material Inside Information" and "Employee Practices" sets forth restrictions on revealing any material insider information by directors, management, and employees to others, along with restrictions on inquiring about or collecting any material insider information that is not related to his/her scope of responsibility, with any material insider information arising from non-implementation of business not being revealed to others. Bribery, corruption, providing illegal political contributions, improper charitable donations or sponsorship, unreasonable gifts, services or other improper benefits are restricted during business operations. Employees, management and directors shall be aware of "Procedures for Handling Material Insider Information" and "Employee</p>	None

Item	Operation			Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Implementation Status	
			Practices" to avoid unethical conduct.	
<p>II. Carry out corporate conduct and ethical operation</p> <p>1. Conditions where the Company shall prevent doing business with those who have unethical records and include clauses with ethical conduct in the business contract.</p> <p>2. Conditions where the Company sets up full (part) time department to promote the operation of corporate ethical conduct policy and oversee by the Board of Directors.</p> <p>3. Conditions where the Company sets forth policy to prevent conflict of interest and provide appropriate communication channels.</p> <p>4. Conditions where the Company establishes effective accounting system, internal control system and internal auditing for the implementation of ethical conduct.</p> <p>5. Availability of internal and</p>	✓		<p>1. Any agreements/contracts signed between the Company and an outside party shall include an ethical operation policy, and the Company may at any time terminate or cancel the agreement/contract should there be unethical conduct by the counterparties.</p> <p>2. To perfect the management of an ethical corporation, the Company has followed the "Ethical Corporate Management Best Practice Principle" to set the "CEO Office" as the task force unit and designated our General Manager, Mr. Chien-Hua Teng, as the convener to carry out the associated tasks, including formulating the operations and prevention, and the follow-up supervision. The implementation level varies depending on each division's operating nature and responsibility. A regular report of the implementation status will be sent to the Board for review each year.</p> <p>3. To prevent conflict of interest and to provide suitable complaining channels, the Company has formulated and implemented the "Procedures for Ethical Management and Guidance on Conduct."</p> <p>4. Formulate and implement ethical corporate management best practices for management and employees, and internal control systems for related party transactions and insider transactions; All cooperation parties are required to sign a Letter of Undertaking of Integrity, and no kickbacks, commissions, or unethical conduct are allowed. In addition to regular auditing, any verified and confirmed reporting shall immediately be communicated to the Audit Committee and Board of Directors to ensure the efficiency of the system.</p> <p>5. In 2020, the total training on ethical</p>	None

Item	Operation			Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and reasons
	Yes	No	Implementation Status	
external training programs regarding ethical corporate practice.			management, including patent retrieval, legal education, information security/risk, and regulation of insider trading conducted by the Company internally and externally was 1,065 hours, involving 1,669 people. More education will be provided to continue increasing employee awareness on the subject.	
<p>III. Condition where the Company establishes appropriate punishment and complaint system for reporting of any ethical irregulars.</p> <p>1. The Company's establishment of a complaint and reward system with a convenient reporting functions and dedicated personnel for reported person.</p> <p>2. The Company's establishment of handling procedures and protection mechanisms for reported cases.</p> <p>3. The Company's establishment of measures to protect the whistleblowers from improper treatment.</p>			<p>1. The Company has made mailboxes available for employees and suppliers to send complaints. These mailboxes are disclosed in the employee handbook and the honest supplier contract. The internal audit department will conduct an investigation after receiving complaints and report the findings to the Company. Disciplinary action will be taken when necessary. Under HR policy, the corporate integrity policies have been linked to employee performance evaluations in an effort to establish a clear, rewarding and disciplinary system.</p> <p>2. The Company has established a handling procedure for non-integrity events. After an receiving a complaint, the Company or the group will assign special personnel or a review committee to conduct a private investigation. The handling personnel shall not release the identification of the whistleblower to protect his or her safety. If leaked, action will be taken in the same manner as giving out major company classified information.</p> <p>3. The Company's responsibility to handle the whistle-blowing matters: (1) The whistleblower shall take full responsibility of the reported content to prevent fabrication and exaggeration of facts for malicious reasons. If the investigation</p>	None

Item	Operation			Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and reasons
	Yes	No	Implementation Status	
			<p>findings do not agree with the accusation, the Company may apply the heaviest punishment or take litigation action against the whistleblower.</p> <p>(2) The handling personnel shall take full responsibility for the entire procedures and the result. If any unfair treatment or improper disclosure is found, the Company may apply the heaviest punishment to the personnel and his or her supervisor, or take litigation for pursuing legal responsibility.</p> <p>(3) If personnel involved in this investigation are found perjuring or misreporting the Company may apply the heaviest punishment or take litigation action against him/her.</p> <p>(4) Retaliation to the whistleblower is not permitted. The Company may apply the heaviest punishment to or take litigation action against the retaliating party.</p> <p>(5) Parties involved who do not object to the verdict of the arbitration but refuse to perform the resulting tasks may to be forcibly removed by the Company or subject to other disciplinary actions.</p>	
IV. Reinforce information disclosure The Company's disclosure on its Ethical Corporate Management Best Practice Principles and information regarding the status of implementation on its website and Market Observation Post System.	✓		The Company maintains a corporate website (http://www.BizLinktech.com) where relevant information relating to the Company's financials, business, and corporate governance is updated on a regular basis.	None
V. If the company has established ethical corporate management best practices Principles for TWSE/GTSM Listed Companies and Ethics Best Practices Principles please describe any discrepancy between the policies and their implementation: None.				
VI. Other important information to facilitate better understanding of the Company's corporate ethical conduct compliance practice (i.e., Promote and demonstrate the Company's commitment to ethical standard and provide training to its business partners; review the Company's corporate ethical conduct policy. The Company invites its business partners to participate in regular educational training and promotional activities and facilitate their understanding of the Company' commitment, policy, avoidance measures for ethical operations, and the outcome of violations.				

- (VII) Information shall be provided for any further corporate governance best practices and regulations

The Board of Directors resolved the revision of “Ethical corporate management best practices” on March 13, 2014, with relevant information detailing corporate governance rules, resolutions of the Board of Directors, and material information being available on June 11, 2014, on the Company’s website (<http://www.BizLinktech.com>) once approved by the resolution of a shareholders’ meeting.

- (VIII) Other important information to facilitate better understanding of the company's corporate governance practices.

An investor conference is convened for the disclosure of any material information to maintain the transparency of information. The audit Committee is comprised of three independent directors to carry out best corporate governance practices. Corporate governance practice updates and rules will be available on the Company’s website once approved by the resolution of the shareholders’ meeting.

(IX) The following disclosure is required for the practice of Internal Control:

1. Statement of Internal Control

BizLink Holding Inc.

Statement of Internal Control

Date: March 24, 2021

Based on the findings of a self-assessment, the Company stated the following with regard to its internal control system during the fiscal year 2020:

- I. The Company's Board of Directors and management are responsible for establishing, implementing, and maintaining an adequate internal control system. Our internal control is a process designed to provide reasonable assurances concerning the effectiveness and efficiency of our operations (including profitability, performance, and safeguarding of assets), reliability of our financial reporting, and compliance with applicable laws and regulations.
- II. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its stated objectives. Moreover, the effectiveness of an internal control system may be subject to changes due to extenuating circumstances beyond our control. Nevertheless, our internal control system contains self-monitoring mechanisms, and the Company takes immediate remedial actions in response to any identified deficiencies.
- III. The Company evaluates the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the "Regulations"). The criteria adopted by the Regulations identify five key components of managerial internal control: 1. Control environment, 2. Risk assessment, 3. Control activities, 4. Information and communication, and 5. Monitoring. Each key component includes various criteria. Please refer to "Regulations" for the criteria.
- IV. The Company has evaluated the design and operating effectiveness of its internal control system according to the Regulations.
- V. Based on the findings of such evaluation, the Company believes that, on December 31, 2020, we have maintained, in all material respects, an effective internal control system (that includes the supervision and management of our subsidiaries), so as to provide reasonable assurances concerning our operational effectiveness and efficiency, the reliability of financial reporting, and compliance with applicable laws and regulations.
- VI. This Statement will be an integral part of the Company's Annual Report and Prospectus, and will be made public. Any falsehoods, concealments, or other illegalities in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Law.
- VII. This Statement was passed by the Board of Directors in their meeting held on March 24, 2021, with none of the 7 attending directors expressing dissenting opinions, and the remainder all affirming the content of this Statement.

BizLink Holding Inc.

Chairman: Hwa-Tse Liang

Chief Executive Officer: Chien-Hua Teng

(X) Violation of internal control policy: None

(XI) The major Resolutions of Shareholders' Meeting and Board Meetings of the current calendar year as of the date of this annual report.

1. Major Resolutions of Shareholders' Meeting

Time	Major Subject
June 19, 2020 Shareholder meeting	(1) Approved 2019 business report and final accounts (2) Approved 2019 earnings distribution (3) Approved the amendment to the "Procedures for the Acquisition or Disposal of Assets" (4) Amendment to the "Procedures for Lending Funds to Other Parties" (5) Approved the amendment to the "Procedures for Endorsement and Guarantees" (6) Amendment to the Company's "Memorandum and Articles of Association"

2. Major Resolutions of Board Meetings

Time	Major Subject	Resolution
2020/1/10 The 1 st BoD Meeting	(1) Changes Corporate Governance officer. (2) Changes of financial officer and accounting officer.	Approved by all attendees of Directors
2020/2/15 The 2 nd BoD Meeting	(1) Issuance of Employee Stock Options (2) Acquisition of Speedy Industrial Supplies Pte. Ltd. (3) Citi (HK) Commercial Bank as Escrow Agent for acquisition of Speedy Industrial Supplies Ptd. Ltd.	1. Proposal (2) was approved without objection after the chairperson consulted with all the directors present. Adjustments to the purchase and sale price will be made according to the terms of this Share Trading Agreement. 2. Other proposals were approved by all the directors present.
2020/3/17 The 3 rd BoD Meeting	(1) Year 2019 Remuneration Proposal for Directors. (2) Year 2019 Incentive Pay Proposal for Employees. (3) Year 2019 Consolidated Financial Statements and Business Report. (4) Year 2019 Proposal for Distribution of Profits. (5) Year 2019 Statement on Internal Control. (6) Amendment to the Company's Articles of Incorporation. (7) Revisions to "Management of Operation of Board Meeting". (8) Revisions to "Audit Committee Charter" and "Management of Audit Committee Meeting Operations". (9) Revisions to "Compensation Committee Charter" and "Management of the Operations of the Compensation Committee". (10) Revisions to other management procedures. (11) Proposal to Convene Year 2020 Annual General Shareholders'	1. Proposal (11) was approved without objection after the chairperson consulted with all the directors present, except for 2. (III) Report Items: (7) 2019 Cash Dividend Distribution Report, which shall be deleted. 2. Other proposals were approved by all the directors present.

	<p>Meeting.</p> <p>(12) Validation and Appointment of the Effectiveness and Independence of auditing Certified Public Accountants.</p> <p>(13) Authorization of loans between the Company and its wholly owned subsidiaries and their wholly owned subsidiaries as well as between these subsidiaries</p> <p>(14) Early termination of loan between the Company vs 100% owned subsidiaries.</p> <p>(15) Extend Loan Terms between subsidiaries wholly owned by the Company.</p> <p>(16) The Guarantees for making of general credit limit, granted by Citibank for subsidiaries.</p>	
2020/5/7 The 4 th BoD Meeting	<p>(1) Proposal to Convene Year 2020 Annual General Shareholders' Meeting.</p> <p>(2) The extension and addition of bank facilities and the guarantee granted by the Company to subsidiaries.</p>	Approved by all attendees of Directors
2020/5/15 The 5 th BoD Meeting	<p>(1) 2020Q1 Consolidated Financial Statements.</p> <p>(2) Authorize the Company Chairman to decide the relevant dates for earning distribution.</p> <p>(3) The Payment Guarantees for BizLink (BVI) Corp. Limited, a 100% owned subsidiary.</p> <p>(4) New Loan Terms with 100% owned subsidiaries.</p>	Approved by all attendees of Directors
2020/8/13 The 6 th BoD Meeting	<p>(1) Approved 2020Q2 Consolidated Financial Statements.</p> <p>(2) Approved addition and amendment of relevant regulations based on revised "Corporate Governance Related References" issued by TWSE.</p> <p>(3) Approved the cash injection from the Company to the subsidiary, BizLink Tech. Inc.</p> <p>(4) Approved the subsidiary, BizLink Technology SRB d.o.o., acquire the currently-leased business and production premises based on the lease contract.</p> <p>(5) Approved new group version of "Rule of seal management".</p> <p>(6) Approved on the renewal and provision of Guarantee for Bank facility for the Company and related subsidiary.</p> <p>(7) Approved on the new additions and revisions of Loaning of Funds between subsidiaries.</p> <p>(8) Approved the Payment Guarantees for BizLink (BVI) Corp. Limited, a 100%-owned subsidiary.</p>	<p>1. Proposal (2) was approved without objection after the chairperson consulted with all directors present, except for the wordings "except for other considerations approved by the Board of Directors" was added to Article 4, Item 1 of the "Regulations Governing Financial Operations between Affiliates" in Appendix IX.</p> <p>2. Other proposals were approved by all the directors present.</p>

	(9) Approved the cash injection from the Company to the subsidiary, BizLink International Corp. (10) Approved to authorize the Company Chairman to determine the endorsements / guarantees to others within certain amount.	
2020/11/13 The 7 th BoD Meeting	(1) 2020Q3 Consolidated Financial Statements. (2) 2021 Business Plan and Financial Budget. (3) The 2021 Distribution Proposal of "Phantom Stock Plan for Managers". (4) Addition of "Rule of Risk Management Policy and Procedure Management". (5) 2021 Audit Plan. (6) Amendment of group version of "Rule of seal management". (7) Amendment of "Rule of Management of the procedures for preparation of financial statements". (8) Amendment of "Procedures for Acquisition or Disposal of Assets". (9) Amendment of "Procedures for Loans to others". (10) Amendment of "Procedures for Endorsements/Guarantees to others". (11) The new additions of Loaning of Funds between subsidiaries. (12) The extension of Endorsements/Guarantee between subsidiaries.	Approved by all attendees of Directors

3. Review of resolution implementation from the 2020 general shareholders' meeting

2020 Annual General Meeting was held on June 19, 2020, B2 Meeting Room, No. 726 Zhongzheng Rd., Zhonghe Dist., New Taipei City. The resolutions shareholders present in person or by proxy approved at the meeting and implementation status are as the following:

Resolutions	Implementation Status
(1) Approved 2019 business report and final Statements.	For the year of 2019, the Company made an annual sale of NT\$ 23,092,145 thousand and a net income of NT\$ 1,837,640 thousand with an EPS of NT\$15.54 per share.
(2) Approved 2019 earnings distribution	For 2019 earnings distribution, shareholders were allotted cash dividends of NT\$1,174,657 thousand (NT\$9.0 per share). The base date for the distribution was on July 15, 2020. The cash dividends were fully distributed on August 14, 2020.
(3) Approved the amendment to the "Procedures for the Acquisition or Disposal of Assets"	Executed as resolved.

(4) Approved the amendment to the "Procedures for Lending Funds to Other Parties"	Executed as resolved.
(5) Approved the amendment to the "Procedures for Endorsement and Guarantees"	Executed as resolved.
(6) Amendment to the Company's "Memorandum and Articles of Association"	Executed as resolved.

- (XII) In the recent calendar year and up to the date of the publication of the annual report, if there is a disagreement that was already recorded or announced by statement among board directors or supervisors concerning material decisions approved at a board meeting, along with the major content of those disagreements: None.
- (XIII) In the recent calendar year and up to the date of the publication of the annual report, the disclosure of the resignation or dismissal of any directors, managers, accounting managers, finance manager, internal auditing managers, or R&D managers: None.

IV. Information on Accountant's Fee

(I) Numerical range of accountant's fee

Certified Public Accountants	CPA	Auditing period	Note
Deloitte & Touche	Chung-Chen Chen Chiang-Hsun Chen	2020.1.1 -2020.12.31	None

Range \ Items		2020		
		Auditing fee	Non-auditing fee	Total
1	Below \$2,000,000	-	V	-
2	\$2,000,000 (included) ~ \$4,000,000	-	-	-
3	\$4,000,000 (included) ~ \$6,000,000	-	-	-
4	\$6,000,000 (included) ~ \$8,000,000	-	-	-
5	\$8,000,000 (included) ~ \$10,000,000	-	-	-
6	Above \$10,000,000 (included)	V	-	V

(II) Information on Accountant's Fee

Unit: NT\$ Thousands

Certified Public Accountants	CPA	Auditing fee	Non-auditing fee					Auditing period by CPA	Note
			System design	Business registration	Human resource	Others (Note 2)	Sub-total		
Deloitte & Touche	Chung-Chen Chen	12,750	0	0	0	1,455	1,455	2020.1.1~2020.12.31	Financial advisory and advisory services
	Chiang-Hsun Chen								

Note 1: In the recent calendar year, if there was a change in accountants or the accounting firm, please specify the inspection period, the reasons for the change, and the auditing and non-auditing fees: None.

Note 2: Non-auditing fees shall be recorded in accordance with service types, with detailed information being specified if "others" exceeded 25% of the non-auditing fee: None.

(III) Change in accounting firm and the audit fee is less than the previous year: None.

(IV) A decrease over 15% from the previous year in the audit fee: None

V. Change of Accountant: None

VI. Declaration of the Company's Chairman, President, or any finance and accounting officers ever holding a position in the accounting firm or its affiliates of the Company's CPA: None

VII. Declaration of share transfers and pledges by directors, and shareholders holding more than 10% of Company shares in the last fiscal year and year to date of the annual report publication

(I) Shareholding changes for directors, supervisors, managers and major shareholders

Unit: In shares

Title	Name	2020		As of April 19, of this year	
		Increase (Decrease) in shareholding	Increase (Decrease) in share pledge	Increase (Decrease) in shareholding	Increase (Decrease) in share pledge
Chairman concurrently the major shareholder	Hwa-Tse Liang (Note)	32,000	0	45,494	0
Director	Inru Kuo (Note)	(10,000)	0	0	0
Director concurrently the CEO	Chien-Hua Teng	(27,000)	0	(18,000)	0
Director	Yifen Investment Co., Ltd Representative of juristic person : Jui-Hsiung Yen	9,000	0	0	0
Independent director	Ming-Chun Chen	0	0	0	0
Independent director	Jr-Wen Huang	0	0	0	0
Independent director	Chin-Teh Hsu	0	0	0	0
Vice President	Chia-Cheng Lin	0	0	0	0
Vice President	Chen-Shen Chou	0	0	0	0
CFO	Yu-Fang Wang	0	0	0	0

Note: Including shares of Hwa-Tse Liang and Inru Kuo Family Trust, and Liang Family Irrevocable Trust

(II) Related party transactions for shareholding transfers: None

Name	Reason for Equity transfer	Transfer Date	Counterparty	The relationship between the counterparty, directors, and shareholders holding more than 10% of Company shares	Number of Shares	Transaction price
Hwa-Tse Liang	Acquired	2021/01/15	Chen-Nan Liang	Family within second degree of kinship	26,494	195.5

(III) Related party transactions for shareholding pledges: None

VIII. Information on the top 10 shareholders who meet the related party disclosure terms

Declaration of relationships among top 10 shareholders per defined in the Statement of Financial Accounting Standards No. 6, or if spouse or relatives within the 2nd degree of kinships to each other

April 19, 2021

Name	Personnel stockholding		Shareholding by spouse and minor children		Shareholding under another's name		Name and relationship of a related party or spouse or relatives within second degree of kinship with the top 10 shareholders.		Note
	Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %	Name	Relation	
Hwa-Tse Liang and InRu Kuo Family Trust	8,624,427	6.45%	0	0.00%	0	0.00%	Hwa-Tse Liang Inru Kuo	Trustee	Note
JPMorgan in Custody for Stitching Depository APG Emerging Markets Equity Pool	6,886,000	5.15%	0	0.00%	0	0.00%	Not applicable	Not applicable	-
Liang Family Irrevocable Trust	5,137,245	3.84%	0	0.00%	0	0.00%	Hwa-Tse Liang Inru Kuo	Trustee	Note
Cathay Life Insurance	4,483,000	3.36%	0	0.00%	0	0.00%	Not applicable	Not applicable	-
Standard Chartered in Custody for International Growth and Income Voyager Fund	3,250,000	2.43%	0	0.00%	0	0.00%	Not applicable	Not applicable	-
InRu Kuo	2,404,269	1.80%	847,649	0.63%	0	0.00%	Chun-Pin Liang	Relatives within 2nd degree relationship	--
Rei-Ming Chang	2,352,000	1.76%	0	0.00%	0	0.00%	None	None	-
Chun-Pin Liang	2,306,132	1.73%	85,803	0.06%	432,002	0.32%	Hwa-Tse Liang Inru Kuo	Relatives within 2nd degree relationship	-
Mitsubishi UFJ Morgan Stanley Securities Co., Ltd. – Equity Trading Division	2,267,000	1.70%	0	0.00%	0	0.00%	Not applicable	Not applicable	-
Fubon Life Insurance Co., Ltd.	2,089,000	1.56%	0	0.00%	0	0.00%	Not applicable	Not applicable	-

Note 1: The mutual shareholding of trust is held by Hwa-Tse Liang and Inru Kuo, also including the Hwa-Tse Liang and Inru Kuo Family Trust, created on April 15, 1999, and Liang Family Irrevocable Trust.

IX. Declaration of shareholdings and the accumulated holding percentages on investments by the company, directors, supervisors, managers, direct, or indirect subsidiaries

12/31/2020 Unit: shares

Reinvestment business	The Company's investment		Director, supervisor, manager and direct or indirect controlled business that reinvests		Comprehensive investment	
	Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %
BIZLINK TECHNOLOGY INC.	10,000	100%	0	0%	10,000	100%
OPTIWORKS, INC.	2,000	93.08%	0	0%	2,000	93.08%
BIZLINK (BVI) CORP.	50,000	100%	0	0%	50,000	100%
BIZLINK INT'L CORP.	70,000	100%	0	0%	70,000	100%
ZELLWOOD INTERNATIONAL CORPORATION	2,500,000	100%	0	0%	2,500,000	100%
BIZLINK TECHNOLOGY (S.E.A.) SDN. BHD.	1,200,000	100%	0	0%	1,200,000	100%
ADEL ENTERPRISES CORPORATION	1,650,000	100%	0	0%	1,650,000	100%
BIZLINK TECH, INC.	355,000	100%	0	0%	355,000	100%
ACCELL CORPORATION	10,000	100%	0	0%	10,000	100%
BIZLINK TECHNOLOGY (IRELAND) LTD.	300,000	100%	0	0%	300,000	100%
ビズリンク株式会社	200	100%	0	0%	200	100%
BIZLINK (BVI) CORP. LIMITED	10,000	100%	0	0%	10,000	100%
BIZCONN TECHNOLOGY INC.	-	100%	0	0%	-	100%
EA CABLE ASSEMBLIES (HONGKONG) CO., LIMITED	170,322,000	100%	0	0%	170,322,000	100%
EA CABLE ASSEMBLIES GMBH	1	100%	0	0%	1	100%
BIZLINK TECHNOLOGY (BELGIUM) N.V.	915	100%	0	0%	915	100%
BIZLINK TECHNOLOGY (SLOVAKIA) S.R.O.	Note	100%	0	0%	Note	100%
OW HOLDING INC.	2,105,120	93.08%	0	0%	2,105,120	93.08%
BOBI, LLC.	Note	100%	0	0%	Note	100%
JO YEH COMPANY LIMITED	10,000	100%	0	0%	10,000	100%
BIZCONN INTERNATIONAL CORPORATION	1,666,667	100%	0	0%	1,666,667	100%
ASIA WICK LTD.	1,000	100%	0	0%	1,000	100%
BIZLINK INTERCONNECT TECHNOLOGY (INDIA) PRIVATE LIMITED	100,000	100%	0	0%	100,000	100%
BIZLINK TECHNOLOGY SRB D.O.O.	Note	100%	0	0%	Note	100%
SPEEDY INDUSTRIAL SUPPLIES PTE LTD	2,000,000	100%	0	0%	2,000,000	100%
SIS SPEEDY INDUSTRIAL SUPPLIES SDN. BHD.	100,000	100%	0	0%	100,000	100%
BIZCONN (SHENZHEN) INTERNATIONAL CORP.	Note	100%	0	0%	Note	100%
TONGYING ELECTRONICS (SHEN ZHEN) LTD.	Note	100%	0	0%	Note	100%
OPTIWORKS (SHANGHAI) CO., LTD.	Note	93.08%	0	0%	Note	93.08%
OPTIWORKS (KUNSHAN) CO., LTD.	Note	93.08%	0	0%	Note	93.08%

Reinvestment business	The Company's investment		Director, supervisor, manager and direct or indirect controlled business that reinvests		Comprehensive investment	
	Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %
XIANG YAO ELECTRONICS (SHEN ZHEN) CO., LTD.	Note	100%	0	0%	Note	100%
HUA ZHAN ELECTRONICS (SHENZHEN) CO., LTD.	Note	100%	0	0%	Note	100%
BIZLINK (KUNSHAN) CO., LTD.	Note	100%	0	0%	Note	100%
BIZLINK ELECTRONICS (XIAMEN) CO., LTD.	Note	100%	0	0%	Note	100%
FOSHAN CITY NANHAI JO YEH ELECTRONIC CO., LTD.	Note	100%	0	0%	Note	100%
BIZLINK TECHNOLOGY (CHANGZHOU) LTD.	Note	100%	0	0%	Note	100%
BIZLINK TECHNOLOGY (XIAMEN) LTD.	Note	100%	0	0%	Note	100%

Note: No shares or par value was issued for a limited company

Four Capitalization

I. Capital and Shares

(I) Capital

1. Capitalization

Unit: Thousand shares/ NT\$ thousand

Year Month	Issuing Price	Registered Capital		Paid in Capital		Note	
		Share	Amount	Share	Amount	Source of Capital	Capital Payments Made by Assets Other Than Cash
6/2000	0.85	20,000	117,000	15,000	12,750	Original capital: 15,000,000 shares	None
5/2002	0.2833	60,000	117,000	45,000	12,750	Stock split: 1:3	None
7/2002	0.2833	60,000	117,000	45,882	13,000	Addition and conversion: 881,614 shares	None
10/2003	0.2833	60,000	117,000	51,556	14,608	Addition and conversion: 5,674,797 shares	None
12/2006	0.2833	60,000	117,000	51,028	14,458	Shares buyback: 528,149 shares	None
12/2007	0.2833	60,000	117,000	49,468	14,016	Shares buyback: 1,560,625 shares	None
6/2009	0.2833	60,000	117,000	49,468	14,072	New share issued through cash injection: 200,000 shares	None
11/2009	10	500,000	5,000,000,000	49,468	496,676	Capitalization of capital reserve: NT\$ 41,853 thousand	None
8/2010	10	500,000	5,000,000,000	55,628	556,278	Earnings capitalization: NT\$ 59,601 thousand	None
9/2010	60	500,000	5,000,000,000	57,628	576,278	New share issued through cash injection: 2,000,000 shares	None
4/2011	56	500,000	5,000,000,000	65,312	653,118	New share issued through cash injection: 7,684,000 shares	None
8/2012	10	500,000	5,000,000,000	66,618	666,180	Capitalization of capital reserve: NT\$ 13,062 thousand	None
9/2012	26	500,000	5,000,000,000	73,037	730,371	Capitalization through the conversion of unsecured convertible bonds: 6,419,118 shares	None
12/2012	26	500,000	5,000,000,000	73,391	733,9091	Capitalization through the conversion of unsecured convertible bonds: 353,840 shares	None
3/2013	26	500,000	5,000,000,000	75,84	758,448	Capitalization through the conversion of unsecured convertible bonds: 2,453,829 shares	None
6/2013	26	500,000	5,000,000,000	77,387	773,871	Capitalization through the conversion of unsecured convertible bonds: 1,542,301 shares	None

Year Month	Issuing Price	Registered Capital		Paid in Capital		Note	
		Share	Amount	Share	Amount	Source of Capital	Capital Payments Made by Assets Other Than Cash
9/2013	24.4	500,000	5,000,000,000	79,320	793,202	Capitalization through the conversion of unsecured convertible bonds: 819,663 shares	None
	47.6					Capitalization through the exercise of employee stock options: 1,113,500 shares	
12/2013	47.6	500,000	5,000,000,000	79,797	797,967	Capitalization through the exercise of employee stock options: 476,500 shares	None
3/2014	47.6	500,000	5,000,000,000	79,835	798,347	Capitalization through the exercise of employee stock options: 38,000 shares	None
6/2014	47.6	500,000	5,000,000,000	79,9145	799,147	Capitalization through the exercise of employee stock options: 80,000 shares	None
8/2014	10	500,000	5,000,000,000	83,905	839,046	Capitalization of earnings: NT\$ 39,898 thousand	None
9/2014	112.2	500,000	5,000,000,000	86,420	864,201	New share issued through cash injection: 2,500,000 shares	None
	43.7					Capitalization through the exercise of employee stock options: 15,500 shares	
12/2014	43.7	500,000	5,000,000,000	86,869	868,691	Capitalization through the exercise of employee stock options: 449,000 shares	None
3/2015	43.7	500,000	5,000,000,000	87,010	870,101	Capitalization through the exercise of employee stock options: 141,000 shares	None
6/2015	43.7	500,000	5,000,000	87,086	870,860	Capitalization through the exercise of employee stock options: 61,000 shares	None
	134.1					Capitalization through the conversion of unsecured convertible bonds: 14,914 shares	
8/2015	10	500,000	5,000,000	91,429	914,294	Earnings capitalization: NT\$ 43,435 thousand	
9/2015	43.7 40.5	500,000	5,000,000	91,783	917,826	Capitalization through the exercise of employee stock options: 75,000 shares	None
	134.1					Capitalization through the conversion of unsecured convertible	None

Year Month	Issuing Price	Registered Capital		Paid in Capital		Note	
		Share	Amount	Share	Amount	Source of Capital	Capital Payments Made by Assets Other Than Cash
						bonds: 278,121 shares	
12/2015	124.1	500,000	5,000,000	91,819	918,192	Capitalization through the conversion of unsecured convertible bonds: 1,611 shares	None
	40.5					Capitalization through the exercise of employee stock options: 35,000 shares	None
3/2016	124.1	500,000	5,000,000	92,190	921,896	Capitalization through the conversion of unsecured convertible bonds: 327,951 shares	None
	40.5					Capitalization through the exercise of employee stock options: 42,500 shares	None
6/2016	124.1 179.4	500,000	5,000,000	93,341	933,409	Capitalization through the conversion of unsecured convertible bonds: 1,151,241 shares	None
8/2016	10	500,000	5,000,000	97,932	979,318	Earnings capitalization: NT\$ 45,910 thousand	None
9/2016	124.1 179.4/166.1	500,000	5,000,000	101,449	1,014,493	Capitalization through the conversion of unsecured convertible bonds: 3,383,521 shares	None
	37.5					Capitalization through the exercise of employee stock options: 134,000 shares	
12/2016	37.5	500,000	5,000,000	101,459	1,014,593	Capitalization through the exercise of employee stock options: 10,000 shares	None
2/2017	10	500,000	5,000,000	102,959	1,029,593	Capitalization through the exercise of new restricted employee stock options: 1,500,000 shares	None
3/2017	166.1	500,000	5,000,000	106,299	1,062,991	Capitalization through the conversion of unsecured convertible bonds: 3,339,732 shares	None
6/2017	166.1	500,000	5,000,000	113,788	1,137,882	Capitalization through the conversion of unsecured convertible bonds: 7,489,099 shares	None
9/2017	166.1/ 161.3	500,000	5,000,000	115,601	1,156,014	Capitalization through the conversion of unsecured convertible bonds: 1,813,231 shares	None
1/2018	210	500,000	5,000,000	118,601	1,186,014	New share issued through cash injection:	None

Year Month	Issuing Price	Registered Capital		Paid in Capital		Note	
		Share	Amount	Share	Amount	Source of Capital	Capital Payments Made by Assets Other Than Cash
						3,000,000 shares	
3/2018	10	500,000	5,000,000	118,566	1,185,664	Cancellation of new restricted employee stock options: 35,000 shares	None
8/2018	10	500,000	5,000,000	118,517	1,185,174	Cancellation of new restricted employee stock options: 49,000 shares	None
12/2019	204.23	500,000	5,000,000	130,517	1,305,174	GDR 12,000,000 shares	None
9/2020	234.56	500,000	5,000,000	130,569	1,305,694	Capitalization through the conversion of unsecured convertible bonds: 51,981 shares	None
3/2021	234.56	500,000	5,000,000	133,636	1,336,363	Capitalization through the conversion of unsecured convertible bonds: 3,066,907 shares	None

Note 1: The par value was changed to NT\$ 10 per share on 11/12/2009 with a total common capital of 49,667,637 shares

Note 2: Par value at NT\$ 10 per share with an issuing value at NT\$ 60 per share.

Note 3: Par value at NT\$ 10 per share with an issuing value at NT\$ 56 per share.

2. Share type

4/19/2021

Share type	Registered capital			Note
	Outstanding shares (Note)	Un-issued shares	Total	
Registered common stocks	133,636,295	366,363,705	500,000,000	The interim shareholders' meeting held on 11/12/2009 resolved to adopt an exchange rate of NT\$32.32 to US\$ 1 for conversion

Note: Listed shares

3. Information regarding shelf registration: None.

(II) Shareholder structure

4/19/2021

Unit: one share

Shareholder structure	Government agency	Financial Institution	Institutions of the Mainland Area	Other institutional investor	Individual investor	Foreign institutional and individual investor	Total
Number of shareholders	4	67	0	81	15,079	295	15,526
Shareholding (one share)	2,599,000	16,013,390	0	2,095,108	48,857,973	64,070,824	133,636,295
Shareholding percentage (%)	1.95%	11.98%	0.00%	1.57%	36.56%	47.94%	100.00%

Note: A primary exchange listed company shall disclose its shareholding of Mainland area investors, who are juristic persons, groups, or other institutions of the Mainland Area, or companies invested through a third jurisdiction in accordance with Article 3 of the Regulations Governing Permission for People from the Mainland Area to Invest in the Taiwan Area.

(III) Distribution of share ownership

1. Common stocks:

4/19/2021
Unit: one share

Shareholding distribution	Number of shareholders	Shareholding	Shareholding percentage
1 ~ 999	4,271	547,814	0.41%
1,000 ~ 5,000	9,870	16,418,034	12.29%
5,001 ~ 10,000	653	5,094,241	3.81%
10,001 ~ 15,000	207	2,600,607	1.95%
15,001 ~ 20,000	98	1,814,629	1.36%
20,001 ~ 30,000	113	2,875,679	2.15%
30,001 ~ 40,000	64	2,219,704	1.66%
40,001 ~ 50,000	38	1,751,253	1.31%
50,001 ~ 100,000	77	5,532,964	4.14%
100,001 ~ 200,000	45	6,331,646	4.74%
200,001 ~ 400,000	40	11,493,595	8.60%
400,001 ~ 600,000	14	6,532,683	4.89%
600,001 ~ 800,000	7	4,822,329	3.61%
800,001 ~ 1,000,000	4	3,392,649	2.53%
Over 1,000,001	25	62,208,468	46.55%
Total	15,526	133,636,295	100%

2. Preferred shares: Not applicable.

(IV) Major shareholders: Names, shareholding of shareholders with an ownership of 5 percent or greater, or the names of the top ten shareholders

4/19/2021

Unit: one share

Shareholding	Shareholding	Shareholding percentage
Major shareholders		
Hwa-Tse Liang and InRu Kuo Family Trust	8,624,427	6.45%
JPMorgan in Custody for Stitching Depository APG Emerging Markets Equity Pool	6,886,000	5.15%
Liang Family Irrevocable Trust	5,137,245	3.84%
Cathay Life Insurance	4,483,000	3.36%
Standard Chartered in Custody for International Growth and Income Voyager Fund	3,250,000	2.43%
InRu Kuo	2,404,629	1.80%
Rei-Ming Chang	2,352,000	1.76%
Chun-Pin Liang	2,306,132	1.73%
Mitsubishi UFJ Morgan Stanley Securities Co., Ltd. – Equity Trading Division	2,267,000	1.70%
Fubon Life Insurance Co., Ltd.	2,089,000	1.56%

(V) Per share market price, book value, earnings, dividend and other information.

Unit: NT\$ thousands: one thousand shares

Year		2019	2020	As of 03/31/2021 (Note 8)
Item				
Per share market value (Note 1)	The highest	249.0	257.5	312.5
	The lowest	179.0	128.5	261
	Average	212.0	212.58	283.44
Per share book value (Note 2)	Before distribution	93.91	101.69	96.87
	After distribution	84.91	93.28	(Note 9)
Per share earnings (Note 3)	Weighted Average Shares	118,626	130,533	132,010
	Per share earnings, before adjustment	15.54	14.01	2.35
	Per share earnings, after adjustment	NA	NA	(Note 9)
Per share dividend	Per share cash dividend	9.0	US\$ 0.29	(Note 9)
	Stock dividend	Retained Earnings	-	(Note 9)
		Capital Reserve	-	-
	Accumulated unpaid dividend (Note 4)		-	(Note 9)
Investment return analysis	PE ratio (Note 5)	13.64	15.17	30.15
	Dividend ratio (Note 6)	23.56	25.77	(Note 9)
	Cash dividend yield (Note 7)	4.25%	3.88%	(Note 9)

- Note 1: the highest and lowest market prices per common share for each fiscal year. And calculating the average market price per period based upon the actual transaction prices and volume.
- Note 2: Please use the number of the outstanding issued shares at year end as the basis to fill in the earning appropriation from the shareholders' resolution of the following year.
- Note 3: In the case of retroactive adjustment due to stock dividends, both before and after adjustment EPS shall be disclosed.
- Note 4: If the issuing terms of the security specify unpaid dividends will be accumulated until paid off, cumulated and unpaid dividends for individual year shall be disclosed as of the year
- Note 5: Price-earnings (P/E) ratio = Average Market Price/Earnings Per Share.
- Note 6: Price-dividend (P/D) ratio = Average Market Price/Cash Dividends Per Share.
- Note 7: Cash dividend yield: Cash Dividends Per Share/Average Market Price.
- Note 8: Per share book value and earnings information shall be included to cover the data from the most recent quarter, and reviewed by a CPA. Information of the rest fields shall be updated as of the most recent fiscal as indicated in the annual report.
- Note 9: Per share dividend will be based on the appropriation resolution in 2020 shareholders' meeting, which has not held. Thus, the information is not available yet.
- Note 10: The dividend per share for 2020 was resolved by the Board of Directors on March 24, 2021. The dividend per share is US\$0.29. The exchange rate is tentatively estimated at NT\$8.2505 based on the average spot buying and selling rates of New Taiwan Dollars for US Dollars as provided by the Bank of Taiwan on March 19, 2021. The actual distribution will be based on the cash dividends in New Taiwan Dollars received by the stock exchange agent after conversion.

(VI) Dividend policy and execution

1. Dividend policy as stipulated in the Company's Articles of Association

The shareholders' meeting, held on June 19, 2020, approved an Article of Incorporation. Subject to laws and regulations, the Board of Directors may, at the presence of more than two-thirds of the directors and with the resolution from more than half of the directors present, pay in cash when distributing dividends, bonus, statutory surplus reserves, and whole or partial income from endowments received recognized under the legal reserve to the shareholders and report it in the shareholders' meeting. The Board shall propose the appropriation based on the following guidelines: The Company shall, from the current year's earnings, offset for prior years' deficit and appropriate 10% of the residual earnings as legal reserve until the accumulated legal reserve equal to the Company's capital. Additionally, special reserves shall be distributed or reversed according to regulations for public companies or requests from regulatory authorities. According to regulations for public companies, any remaining profits shall be distributed as dividends (either in cash or stock) at a rate not less than 10% of the after-tax net earnings from the current year after accounting for financial, business, and operating needs.

According to Article of Incorporation, employee compensation and remuneration to Board Directors will be distributed within a range of no less than 1%~5% and 3%, respectively, of the current pre-tax profit after appropriated employee compensation and remuneration to directors.

If there are substantial changes to the distributed payments that occur after the Board of Directors' approval of the Company's consolidated financial statements, the adjustments have to be made to the original costs. If the consolidated financial statements have already been published, the adjustments will be entered into the following year's accounts.

2. 2020 earnings appropriation

(1) On March 24, 2021, the Board of Directors resolved the 2020 earnings distribution in cash dividends of US\$38,603,779 per share. Based on the number of outstanding shares as of February 28, 2021, the cash dividends were US\$0.29 (approximately NT\$8.2505) per share. The US dollar-to-New Taiwan dollar exchange rate is estimated based on the average rate calculated using the spot buying and selling rates as provided by the Bank of Taiwan on March 19, 2021. The actual amount will be based on the amount converted into New Taiwan dollar at the exchange rate after the cash dividends are received by the stock affairs agency. It is calculated and rounded down to the nearest New Taiwan dollar based on the payout ratio. The sum of fractional amounts of cash dividends distributed that are less than NT\$1 will be transferred to the Company's other income. No share dividends will be distributed. The Company expects to convene the general shareholder's meeting on June 17, 2021.

(2) If the total number of outstanding shares is amended due to exercise of employee stock options and conversion of convertible bonds before the record day, the Board shall be authorized by the shareholders' meeting to adjust the distribution ratio according to the updated floating share number as of the record day.

BIZLINK HOLDING INC. 2020 Earnings Distribution		
Item	Amount (US\$)	
Beginning unappropriated earnings		47,635,280
Current net profit after tax	61,870,111	
Retained earnings as adjusted due to investments accounted for using the equity method	(297,564)	
Remeasurement of the defined benefit plan is recognized in retained earnings	(45)	
Disposal of investments in equity instruments at fair value through other comprehensive income, cumulative gain or loss is transferred directly to retained earnings	7,903,597	
The net income after tax for the current period plus items other than the net income after tax for the current period are included in the undistributed earnings for the current year		69,476,099
Less: legal reserve (10%)		(6,947,610)
Special legal surplus reserve reversion		4,803,463
Distributable net profit		114,967,232
Distribution		
Cash dividend – US\$0.29 per share		38,603,779
Ending unappropriated earnings		76,363,453
<p>1. The earning appropriation is based on the total outstanding shares (133,116,480 shares) as of 12/31/2021 and includes a cash dividend of US\$ 0.29 (or NTS\$ 8.2505) in cash and no stock dividend. Upon the approval of the general shareholders meeting, it is proposed that the Board of Directors be authorized to resolve the ex-dividend date and ex-right date, and other relevant issues. If the total number of outstanding shares is amended due to exercise of employee stock options and convertible bonds are executed before the record day, the Board shall be authorized by the shareholders' meeting to adjust the distribution ratio according to the updated floating share number as of the record day.</p> <p>2. The USD to NTD rate temporarily uses the Bank of Taiwan's rate on March 19, 2021. The final amount shall be based on the USD to NTD rate after the stock agency receives the cash dividends.</p> <p>3. The amount of legal surplus reserve uses the Bank of Taiwan's rate on March 19, 2021. The final amount shall be based on the USD to NTD rate after the stock agency receives the cash dividends.</p>		

(VII) The upcoming shareholders' meeting will discuss the effect brought by stock dividend to the operation and per share performance: Not applicable.

(VIII) Remuneration paid to directors and supervisors (the Company has not had supervisors)

1. Range of earnings appropriation to directors' remuneration in the Company's Articles of Association:

The Company's Articles of Association #34.2 the Company makes earnings distribution according to profit appropriation proposal resolved by the Board and approved by the shareholders. The Board shall propose the appropriation based on the following guidelines: The Company shall, from the current year's earnings, offset for prior years' deficit and appropriate 10% of the residual earnings as legal reserve until the accumulated legal reserve equal to the Company's capital. Then set aside a special capital reserve, if one is required, in accordance with the Applicable Public Company Rules or as requested by the authorities in charge. The residual earnings, which shall not be less than 10% of the net earnings, can be distributed to shareholders as earning appropriation based on the related laws and regulations for public companies, but after the consideration for the financial and business needs of the Company. The distribution, either in new shares or cash, shall be made up of 10% cash. The profit before tax of the fiscal year without deducting employees' compensation and remuneration of directors and supervisors can be allocated at no lower than 1%~5% as employees' compensation and at no more than 3% as directors' remuneration.

2. Handling of the discrepancy between the actual appropriation and the original proposal (including distribution estimate for directors, employees and the calculation of outstanding shares)

The Company makes appropriation estimate according to the guidance under the Company's Articles of Association. If the actual amounts subsequently resolved by the shareholders differ from the proposed amounts, the differences will be recorded in the following year's Profit & Loss as a change in accounting estimate. Moreover, the Company has not had a supervisor.

3. Proposal of employee stock bonus and total employee bonus as a percentage of the net income in consolidated and individual financial statements: Not applicable

4. Per share earnings after deduction of the Board's proposal of remuneration paid to directors and bonus distributed to employees.

The Board has adopted a proposal for distribution of 2020 profits. Please refer to the profit distribution below:

(1) Employee bonus of US\$3,004,000.

(2) Distribution of US\$315,000 as remuneration to the directors.

(3) The above-mentioned actual distribution of compensation of employees, directors was in line with the resolution of the Board of Directors.

(4) Per share earnings after deduction of the proposal of remuneration paid to directors and bonus distributed to employees: not applicable

5. Proposal of earning distribution approved by the shareholders' meeting: 2021 shareholders' meeting is scheduled on June 17, 2021.

6. Actual appropriations to employee bonus and remuneration to directors:
 2020 actual earnings distributions as employee bonus and remuneration to directors and supervisors are as follows:

Unit: US\$

	Actual distribution via the approval of the shareholders' meeting	Proposed distribution made by the Board	Difference	Reason of difference
Distribution	0	0	0	None
Employee cash bonus	3,498,832	3,498,832	0	None
Employee stock bonus	0	0	0	None
Director remuneration	300,000	300,000	0	None

(IX) Share buyback: None

II. Issuance of Corporate Bonds (Including Overseas Corporate Bonds)

(I) Outstanding and Issuing Unconverted bonds:

Types of corporate bond	Third Overseas Unsecured Foreign Convertible Bond
Issuing Date	12/13/2019
Face value	US\$200,000
Issuing and listing	Singapore Exchange Limited
Issuing price	Issuing at par
Total amount	US\$ 100,000,000
Interest	0.00%
Tenor and Maturity Date	Five years, mature on 12/13/2024.
Guarantor	Not applicable
Trustee	The Bank of New York Mellon, London Branch
Underwriter	Domestic: Yuanta Securities Co., Ltd Overseas: Yuanta Securities (Hong Kong) Company Limited
Legal Counsel	Domestic: Jheding Law Office Overseas: K&L Gates LLP, USA 、Mayer Brown JSM, Hong Kong 、Maples and Calder (Hong Kong) LLP, Hong Kong 、LCS & Partners, China 、Allen & Gledhill LLP, Singapore.
Independent auditors	Deloitte & Touche
Repayment	Unless the bonds have been converted, repurchased, or redeemed, the Company will redeem the bonds on the maturity date at a redemption price equal to 100% of the outstanding principal amount thereof.
Unpaid principal amount	US\$ 76,000 thousand.
Early redemption or repayment clause	The Company is obligated to redeem the bonds under the following circumstances: 1. Beginning from 2 years after the Issuance Date to the Maturity Day, the Issuer may redeem the Bonds in whole or in part, at the Early Redemption Amount, provided that the closing price of Issuer's common shares on the Taiwan Stock Exchange (TWSE), converted into US dollars at the prevailing rate, for a period of 20 out of 30 consecutive trading days is at least 130% of the amount, which is the price of Early Redemption Amount divided by the then Conversion Rate (as defined below). 2. If more than 90% in principal amount of the Bonds have been redeemed, repurchased, and cancelled or converted, the issuing Company shall redeem all remaining outstanding debt linked with the Corporate Bonds. 3. If the Company has become obliged to pay additional amounts—increases in tax burdens, extra interest charges, or increased costs among others—as a result of any change in, or amendment to, the laws or regulations of the Cayman Islands or the Republic of China. The bond holders may not request the issuing Company the burden of any extra taxes or fees.
Covenant clause	None.
Credit Rating, including name of the agency, rating date and rating result	Not applicable.

Other Rights of Bondholders	Amount converted (via exchange or subscription) to common share, GDRs or other securities as of the date of this annual report	Amount converted to common shares as of the date of this annual report US\$24,000 thousand.
	Issuance and conversion (through swap or subscription)	Please refer to page 79~110 in the prospectus.
The impact to existing shareholders is a dilution effect on existing shareholders due to share issuance and conversion and rights to exchange or subscribe.		Number of total shares issued through exercise of the conversion of unsecured convertible bonds as a percentage of total outstanding shares is 9.47% which has limited dilution effect to the existing shareholders.
Custodian institute		None

(II) Convertible bonds details

1. Third Domestic Unsecured Foreign Convertible Bond

Unit: NT\$

Types of corporate bonds		Second domestic unsecured convertible bond	
Item	Year	2020	As of March 31, 2021
Market price of the convertible bond	The highest	121.301	148.569
	The lowest	91.557	118.228
	Average	105.910	133.842
Conversion price		245.77/234.56	234.56
Issuing date and conversion price		12/13/2019: 245.77	
Exercise of conversion		Issuing new shares	

2. Status of Implementation and Benefits

Unit: NT\$

Project	Target Completion Date	Total Fund	Fund Implementation Plan
			2020
			Q1
Repayment of borrowings	2020 Q1	3,100,000	3,100,000
Expect benefits		Repayment of borrowings in foreign currency: Adjusting long-term and short-term funding structures and strengthen repayment capability.	

3. Status of Fund Implementation

Unit: NT\$

Project	Implement Status		As of March 31, 2021	Reasons for advance or delay the schedule and improving plans
Repayment of borrowings in foreign currency	Amount expended	Projected	3,100,000	Fully paid as planned
		Actual	3,100,000	
	Progress (%)	Projected	100.00	
		Actual	100.00	

III. Preferred Shares: None.

IV. Issuance of Global Depositary Receipts Shares:

Issue date Item (Note 2)	December 13, 2019 (Note 4)
Issue date	December 13, 2019
Issuance and listing	Luxembourg Exchange
Total amount	US\$80,400,000
Unit issuing price	US\$6.7 per unit
Units issued	12,000,000 of GDR 12,000,000 of common shares.
Source of negotiable securities	This DR issuance represents 12,000,000 new shares from this cash capital increase.
Amount of negotiable securities	Each DR unit is equal to one common share.
Rights and obligations of GDR holders	<p>1. Voting power: Unless otherwise prescribed by laws, DR holders are entitled to vote as all common shareholders according to associated regulations under R.O.C. and British Cayman Islands and the depositary agreement.</p> <p>2. Dividend distribution, preemptive rights, and other rights Unless otherwise prescribed in the depositary agreement, DR holders are entitled to the same dividend distribution and other rights as all common shareholders of the Company. In the case of stock dividends or other allotments, the depositary institution shall; 1) issue entitled new DR units to holders in proportion to the number of units originally held in accordance with the depositary contract and relevant laws; 2) to the extent permitted by law, increase the number of common shares represented by each DR unit; or 3) sell the dividends on behalf of the holders and distribute the proceeds (after tax and related expenses) pro rata to the holders.</p> <p>In the case of new stock issuance for new cash capital or other stock options, DR holders shall be entitled to the same preemptive right for new issuances as any common shareholders. The depositary institution shall, to the extent permitted by the relevant laws of the R.O.C. and British Cayman Islands, provide such</p>

			rights to DR holders in accordance with the depository contract, or sell such rights on behalf of the holders and distribute the proceeds (after tax and related fees) pro rata to the holders.
Trustee			None.
Depository bank			Citibank, N.A.
Custodian bank			Citibank Taiwan Limited.
Outstanding balance			7,000
Treatment of expenses incurred at issuance and thereafter			<p>1. Issuing fees: Unless otherwise prescribed by laws or agreed among the issuer, the managing underwriter and the depository institution, all fees in connection with the issuance, including legal, listing, financial consultancy, etc. were born by the issuing company and the selling shareholders.</p> <p>2. Expenses occurred over the duration period: Unless otherwise provided by laws or agreed between the issuer and the managing underwriter and the depository institution, all expenses, including information disclosure and other expenses incurred during the duration period of the DR shall be borne by the issuing company.</p>
Important conventions about depository and escrow agreement			Please refer to the depository and custodian contract.
Market price per unit	2020	Highest	8.900
		Lowest	4.234
		Average	7.225
	Current year to March 31, 2021	Highest	11.200
		Lowest	9.200
		Average	10.066

Note 1: Overseas depository receipts include public and private overseas depository receipts in process. Public overseas depository receipts in process refer to those approved by the Board of Directors; private overseas depository receipts in process refer to those resolved by the Board of Directors.

Note 2: The number of columns is subject to the actual circumstances.

Note 3: For those who have participated in the issuance of overseas depository receipts, the relevant market price of the overseas depository receipts for the latest year and as of the date of this Annual Report should be listed. If the overseas depository receipts have multiple trading locations, they should be listed separately by trading location.

Note 4: Private issuance shall be identified prominently.

V. Issuance of Employee Stock Options

To retain the talent needed and maintain employee morale to the shareholders' benefits, the Company had offered employee stock options and made associate exercise plan in 2018 according to the Company's Articles of Association to motivate employees.

(I) Unexpired employee stock option:

As of April 19, 2021

Types of employee stock options granted	2018 The 1 st employee stock option
Date of authority approval	May 2, 2019
Date of issuance	March 13, 2020
Number of Options Granted	1,170,000 shares
Percentage of shares exercisable to total outstanding shares (Note)	0.88%
Option Duration	Option duration is 6 years. Valid duration (Or the stated duration in the Option Agreement signed by the employee). Employees that have yet to exercise their rights to subscribe forfeit this right upon options expiry, and the holder of the warrant may not claim any remedy or compensation.
Conversion measures	The Company shall deliver by the new shares issued from the capital increase.
Conditional conversion periods and percentages	2 years expiration: 25%
	3 years expiration: 50%
	4 years expiration: 75%
	5 years expiration: 100%
Shares exercised	0
Value of shares exercised	0
Shares unexercised	1,170,000 shares
Price per share unexercised	156.51
Percentage of shares unexercised to total outstanding shares	Un-issued
Number of shares vested to unexercised shares as a percentage of total outstanding shares (%)	Dilution rate 8.44% is limited to existing Shareholders' Equity

Note: Based on total outstanding shares of 133,636,295 as of March 31, 2021.

(II) Employee restricted stock granted to management team and the top 10 employees as of the date of this annual report: None

VI. Issuance of New Employee Stock Options as of the date of this Annual Report: None

VII. Mergers & Acquisitions, and the issuance of new shares due to acquisition of shares of other companies: None

VIII. Capital allocation

Previous uncompleted public issue or private placement and issues and placements that were completed in the most recent 3 years but have not yet fully yielded the planned benefits:

(1) 2020 Global Depository Receipts

1. Project capital needed: NT\$ 3,150,003 thousand.
2. Source of capital: new cash capital from new shares issued and global depository receipts.
3. The project and the progress of the capital utilization:

Project	Projected completion date	Total capital needed	Projected capital allocation plan			
			2020			
			Q1	Q2	Q3	Q4
Loan repayment	1 st quarter, 2020	78,120	78,120	-	-	-
Overseas raw materials purchase	1 st quarter, 2020	3,071,883	767,963	767,963	767,963	767,994
Total		3,150,003	846,083	767,963	767,963	767,994
Projected benefits generated	Repayment of currency loans: adjust the overall debt structure and enhance repayment ability. Total projected interest savings per year is NT\$ 2,170 thousand.					

(2) Implementation of 2020 Global Depository Receipts:

1. Capital utilization for the project: capital raised and used on the project has been reported quarterly in accordance with the related regulation and posted on the designated website accordingly. Implementation status is listed as below:

Project	Implementation status		As of 2021/03/31	Reasons for any deviations from the planned schedule and corrigible action
Loan repayment	Amount drawn	Projection	78,120	Completed as planned.
		Actual	78,120	
	Implementation (%)	Projection	100.00	
		Actual	100.00	
Overseas raw materials purchase	Amount drawn	Projection	3,071,883	The progress moved ahead of the original schedule due to additional payments made for raw material purchases needed for increased orders.
		Actual	3,071,883	
	Implementation (%)	Projection	100.00	
		Actual	100.00	
Total	Amount drawn	Projection	3,150,003	-
		Actual	3,150,003	
	Implementation (%)	Projection	26.86	
		Actual	62.06	

Five Operating Summary

I. Business Operation

(I) Business Scope

1. Main business

Our core business is developing, manufacturing and selling wiring and connector modules applied in areas such as information technology, computer peripherals, data centers, consumer electronics, appliance, vehicles, medical equipment, optical fiber communication, solar power generation, industrial equipment, and semiconductor manufacturing equipment.

2. Sales mix of major products

Unit: %

Year Product	2019	2020
	Percentage	Percentage
Power Cables and Data Connection Cable Assemblies	28.41%	33.26%
Wire Harnesses	22.19%	24.92%
Docking Stations and Adaptors	36.61%	29.65%
Others	12.79%	12.17%
Total	100.00%	100.00%

Note: Product re-organized

3. Product (Service)

Wire Harnesses	<ul style="list-style-type: none"> - Data Center: High-current power supply harnesses, high-frequency signal and high-speed transmission cables, internal high-speed transmission cables, connectors. - Electric Vehicles: Battery management system harnesses, battery harnesses, multi-region standard electric vehicle charging equipment, electric vehicle high voltage cables, electric vehicle chargers, temperature and voltage sensing TVSH harnesses. - Energy storage device: Energy storage device harnesses, converter harnesses, high current harnesses for industrial power supply equipment.
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	<ul style="list-style-type: none"> - Automotive: Off-road vehicle main harnesses, 12V harnesses, tail light system harnesses, automotive charging accessories. Automotive: Advanced Driver Assistance System (ADAS) harnesses. - Medical equipment: Sensor cables, long-distance cables for medical high-resolution imaging equipment, balun signal cables, filters. - Cables for electrical appliances: Power cords for home appliances, power cords for hand tools, home appliance power supply harness system modules, smart home appliance signal modules, safety sockets for different countries. - Industrial harnesses: Semiconductor equipment signal and power harnesses, automatic production equipment signal and power harnesses. - Solar Energy: Rooftop solar system solutions, solar power plant connection solutions, high-current DC branch cables, high-current DC branch fuse holders, customized solar system equipment connecting devices
Connectors	<ul style="list-style-type: none"> - Computer and data center high-speed transmission connectors: OCuLink 4i 42p connector, U.2 (SFF-8639, PCIe SATA 68P) connector, SlimSAS 8i connector, Mini-SAS connector, Mini-SAS HD 4i & 8i connector, data center optical transceiver module. - Custom connectors for electric vehicles and automobiles.
Raw Cables	<ul style="list-style-type: none"> - High-speed transmission cables for servers, industrial power and signal cables, highly fire-proofed construction-use cables, Teflon cables, wearable cables, optical cables, electric hybrid cables, medical Class I and II cables. - Consumer electronics: 3C high-frequency cables, audio and video signal cables, interference-resistant audio and video transmission cables, long-distance cables for augmented reality and virtual reality.

Passive Optical Components	Fiber jumper wire, trunk cable, fiber transmitter, external firmware, fiber connecting devices used in medical equipment and active optical devices.
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4. Product development

Future product development will focus on high-speed cables in data centers, high-frequency wires for computer peripherals, wire harnesses for motor vehicles, cables for electronic vehicles and related applications and system integration, high-end cables for medical equipment, wire harnesses for semiconductor manufacturing facilities and smart appliances.

(II) Industry Overview

1. Industry overview and outlooks

(1) Data Center Equipment

Demand of wire harnesses for equipment in data centers rapidly expanded due to telecommuting, distance learning and remote networking among smart devices, etc.

(2) Interconnect Audio and Video Signals with Multiple screen

Growth in demands for multiple screens is driven by games, commercial graphics, traders, workstations, medical displays, etc. Docking stations are the simplest and most straight-forward connecting tool for computers to connect to multiple screens. Data transmission across more devices and different formats translates to an increased need for high-speed, low-loss signal conversion in the form of Adaptors, Dongles, and Docking Stations.

(3) Cable Assembly & Passive Cable

The aging of the global population is accelerating demand for medical equipment. Quality standards in medical equipment wires for signal integrity, electromagnetic interference, and durability are constantly raised. Continued emphasis is being placed on manufacturing technology, quality control, and assembly skills.

(4) Vehicular Cable

The advent of smart phones used in automotive infotainment applications increases the potential of driverless technology, and continued digitalization of cars have led to the rise of automotive networking. Combined with breakthroughs in battery technology, the electric vehicle industry is beginning to mature.

(5) Connector

USB-Type C is the new interface for lighter and laminar device

design. It not only supports faster and larger capacity charging, but also higher transmission rates (10Gbps) than USB 3.0 and is smaller in size (8.4×2.6mm). Consumer and commercial products alike have been accelerating adoption of this new technology over the past year and upgrading to USB4.0.

(6) Energy Storage System

Energy storage devices facilitate the conversion of intermittent green energy into a stable source of power.

(7) Semiconductor Equipment

The semiconductor equipment industry is booming, mainly driven by the huge demand for cloud services, artificial intelligence, the Internet of Things, and chips for smart cars and electric vehicles, all of which have resulted in an increase in the long-term capital expenditures of foundries and memory manufacturers.

2. Supply Chain

The Company is a vertically integrated manufacturer in the wiring harness and connectivity product industry, and provides one-stop shop services.

- For information technology products, the Company vertically integrates wire and connector product design, manufacturing, and assembly, and provides finished products to downstream end customers.

- The Company develops and designs with customers from the very beginning, and purchases certain components from upstream vendors for products with a wide range of characteristics, including those in the automotive, medical, and industrial industries. The Company then either directly delivers these modules or finished products to customers or delivers them to downstream customer system providers for assembly.

3. Product development trends

Below are the latest interface standards:

(1) Video interfaces:

Supporting 4K and above resolution with 3D features, high-speed transmission, multi-screen display, quick charging, automobile interfaces, and new-generation interconnect technology

(2) Long-distance optical transmission: anti-interference for long-distance applications, data centers, communication, medical equipment, and industrial applications

(3) Data center transmission: we will continue to offer transmission cable

with faster speed to cater the ever-increasing applications
(4) Solar energy: High voltage and current module components

4. Competition

Long-term strategies to establish competitive differentiation from peers: replacing parts of production procedures with automatic manufacturing to enhance production efficiency. We aim to further establish a global operation network close to target markets and major customers.

Through multiple strategic partnerships and investments, we are gaining reciprocal technologies that will help us attain sustainable operation and stable profitability.

(III) Technology and R&D

1. Current technologies and R&D development

BizLink's R&D team is committed to the development of high-quality and high-speed data center power supply and transmission cables, providing superior high-current electricity and high-speed transmission of optical signals, achieving high reliability, high interference resistance, and high thermal stability to ensure efficient operations of the data center.

The Company also continues to develop multi-functional docking stations with new transmission specifications, wireless docking stations with remote conferencing functions, video adapters with new specifications, long-distance, high-frequency and high-speed audio and video transmission cables, connectors, and other terminal products that integrate IC component system design for extending or converting video, wireless connection modules, and for active signal output.

BizLink has developed electric vehicle connectors, high-voltage cables, automatic driving cables, and commercial electric vehicle cables for the automotive industry. In terms of industrial equipment, the Company provides integrated solutions for semiconductor equipment, has developed a new generation of cables for energy storage devices, and continues to develop cables for optical transmission of images for medical equipment.

2. R&D expenses from 2016 to 2020

Unit: NT\$ thousands; %

Item	2016	2017	2018	2019	2020
R&D Expenses	230,928	383,040	453,840	576,147	651,167
Net Sales	9,208,059	15,599,207	21,392,398	23,092,145	22,537,767
% of Net Sales	2.51%	2.46%	2.12%	2.49%	2.89%

3. Successful developments in 2020

Year	R&D Result	Descriptions/Applications
2020	Thunderbolt 4.0 / USB 4.0 multi-functional docking stations	Extending peripheral functions for IT products
	Thunderbolt 4.0 / USB 4.0 cable	Extending peripheral functions for IT products
	WiFi 6E multi-functional docking stations	Extending peripheral functions for wireless IT products
	Extending peripheral functions in multi-functional docking stations for conference calls	Extending peripheral functions for conference call in meeting rooms or personal use.
	Wireless multi-functional docking stations for conference calls	Extending peripheral functions for IT products

(IV) Short to Long-Term Development Strategies and Plans

1. Short-term development strategies and plans

(1) Information Technology: Developing advanced applications

- Exploring further applications in image distribution
- Thunderbolt docking stations
- Applications of wireless transmission and power supply
- Data center applications: active optical cable (AOC) and direct attach cable

(2) Vehicular Products: High current and car electronics

- Electric vehicle supply equipment (EVSE) in target markets Europe, N. America, and Asia
- Co-developing ADAS and auto pilot system
- Car electronics, including automobile HUB, and wireless charging

(3) Smart Electronic Appliances

- New business model: Cross-industry product development

- IoT with electrical appliances: Bringing about smart home appliances
- IoT will further enable the sharing economy, timeshare leasing, and resource sharing

(4) Capacity Expansion and Automation Upgrades

- Capacity expansion: In addition to establishing a PVC production line in Slovakia, we plan to expand current capacity in Kunshan and Changzhou in China, Malaysia, Mexico and Republic of Serbia.
- Production management system: Set up timely production line management systems.

(5) Industrial Uses and Health Care: Well-Rounded Growth

- Developing semiconductor equipment applications and providing services ranging from one-stop wire harness to system assembly.
- Expanding product lines to cater to the needs driven by the pandemic including tools used for diagnosis, vaccination, and respiration assistance.

2. Long-Term Development Strategies and Plans

(1) Integrating Resources for Future Growth:

The Company will strive to achieve resource complementarity through strategic alliances to better respond to market changes while making strategic investments to enter new markets, enhance technological capabilities, acquire target customers, and to expand our geographic reach. The Company will integrate and utilize the unique advantages of each business group to develop new products and win new customers in different fields so as to maximize our value, and to offer one-stop shop services.

(2) Improve Regional Business Layout:

The Company will continue to increase production capacity across our four major production regions in Greater China, Southeast Asia, North America, and Eastern Europe as well as build and enhance our factories' one-stop shop design and manufacturing capabilities and their ability to service customers across different product segments in order to support the future growth of our customers.

(3) Focus on Corporate Sustainability (ESG) And Corporate Governance:

- 1) Strive to become a leader with low-risk ratings in the corporate sustainability indices of major global ESG rating agencies.

- 2) Comply with the environmental protection regulations of various countries, monitor the financial risks caused by climate change, and improve the environmental, safety, and health (ESH) requirements of each factory.
 - 3) Launch the performance evaluation of the Board of Directors and its operating committees, attach greater importance to corporate governance issues, and maintain information transparency.
4. Develop A Global Team:
- Develop and expand our talent pool through continuous training and strategic recruitment, and enable them to grow and evolve so as to build a global company.

II. Overview of the Market, Production, and Sales

(I) Market analysis

1. Major sales (service) regions

Unit: NT\$ thousands

Region	2019		2020	
Asia	9,656,622	41.82%	10,232,427	45.40%
America	6,679,323	28.92%	7,205,111	31.97%
Europe	6,725,955	29.13%	5,071,435	22.50%
Others	30,245	0.13%	28,794	0.13%
Total	23,092,145	100.00%	22,537,767	100.00%

2. Market share

The Company's core business is supplying customized connecting products for top-tier brands across various industries, applications, and devices. It's not easy to derive market-share figures in every single segment. The Company expects its market share to go up given the continual increase in product applications, an improvement in technology, and our global footprint.

3. Industry demands, supplies, and growing potentials

BizLink's business scope covers information technology, electronic appliances, vehicles, industrial equipment, computer peripherals, data centers, consumer electronics, medical equipment, optical fiber communication, solar power generation, and semiconductor equipment. Further focus is being placed on designing and developing connecting modules and cable harnesses for first-tier global brands in commercial, vehicle, and industrial applications

Our strategy is to continually invest in regions where our key customers are and to become their top, long-term partner to counter competitive forces. Hence, we are expanding the cross-sector production capacity in our four major operational regions. In the meantime, we have dedicated teams conducting new product and capacity expansion plans. BizLink continues to focus on forward-looking applications and remains vigilant and agile to adjust product strategies.

4. Competitive advantages

- (1) Vertical integration: We co-develop with our customers to integrate production procedures from up to down streams to offer a complete series of products and connecting solutions
- (2) Flexible production capacity: Adjust production flexibility based on the customer requirements and shipping deadlines to better cope with high-mix and low-volume orders
- (3) International certifications: All plants have received ISO9000, ISO14001, AS9100, TS16949 and OHSAS18001 certification. The solar energy products have obtained UL and TUV verification
- (4) Management team: We will continue our established new product development procedures to ensure a long and stable relationship with all of our customers
- (5) Extend our global operation network: We will continue to set up local new operation spots to be close to product markets and customers

5. Positive and negative factors to future development and the addressing plans

(1) Positive factors

A. Our connection technology covers a vast range of applications, including computers and peripherals, data center equipment, automobiles, digital communications, medical care, industrial, semiconductor manufacturing equipment, solar energy, and many others.

B. Penetration into top global companies

With extensive experience in R&D and co-working with customers for new product development, our product quality and technologies have won deep trust from top-tier international companies.

(2) Negative factors and the addressing plans

A. Growth slowdown in the technology information industry

The overall growth of IT end products is slowing down; the ability to offer innovative products is the only way to stay competitive.

Addressing plans

Aggressively expanding product applications, such as for vehicle electronics, medical equipment, industrial usage, semiconductor manufacturing equipment, aerospace and solar energy.

B. Competitions

Due to fierce competition in the electronic and information technology industries, the cost down pressure is high

Addressing plans

- (a) Raise the technological entry barrier. Continue to invest in technology development, product design, automation, and improve production system, production flexibility, and quality control maintain price competitiveness
- (b) We will expand our European and US markets through additional marketing efforts and the generation of differentiated, high value-added applications

C. Volatile upstream material prices

The price of copper, plastics, and of key components as well as the exchange rate difference between the currency of the manufacturing location and the transaction currency are difficult to control given our global footprint, which will affect our overall near-term cost structure when there is a significant price fluctuation.

Reactive plans

- (a) Long-term contract with upstream sources to stabilize supplies and production cost
- (b) Monitoring markets and utilizing group purchasing in price negotiation
- (c) Evaluate exposure to key currencies (and materials), implement and develop hedging strategies through appropriate hedging tools.

(II) Major applications and production procedures

1. Applications of the major products

The Group is manufactures data cables, power cords, vehicle harnesses, medical cables and harness, connectors/adaptors, raw cables, optical components, system integration and assembly. Applications for these products include computers, data center, home appliances, medical equipment, EVs, communication gears, solar power equipment, and industrial machinery.

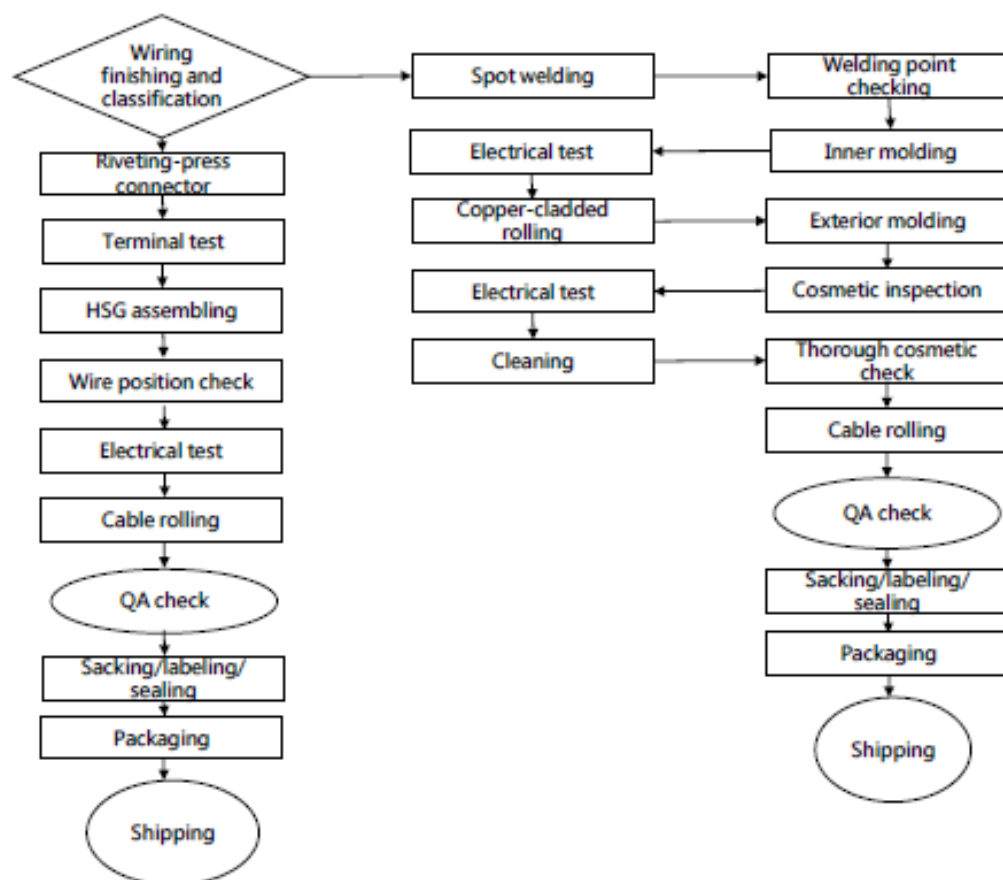
Product categories	Applications
Connectors, harnesses, cable assemblies and solar power junction boxes	Signal transmission: High-frequency wire harness for IT products, high-speed transmission cable for data centers, vehicle wire harness, electronic vehicle battery management system harnesses, main harness

	<p>for off-road vehicles and harness for medical equipment, sensors and remote signal monitoring devices.</p> <p>Power transmission: Electrical appliances and electronic hand tools, high-voltage solar power harness for solar power, high-voltage cable for electric vehicle charging, and quick charging interface for commercial docking stations.</p>
Passive optical devices	<p>Optical passive component modules are the basic components of optical transmission equipment and are the core of optical communication systems and optical communication networks. Capable of transmitting signals at high speed with optical transmission technology.</p> <p>Applications: telecommunications, broadcasting, and data processing centers.</p>

2. Manufacturing processes

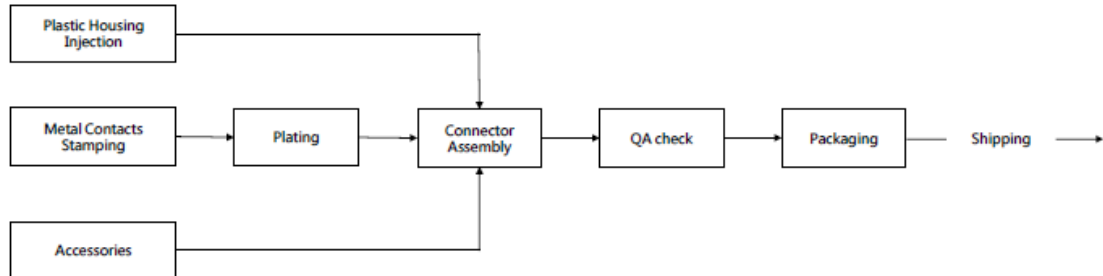
Cable assembly processes, from designs, material assembly, to shipment processes:

① Production procedures of cable assemblies



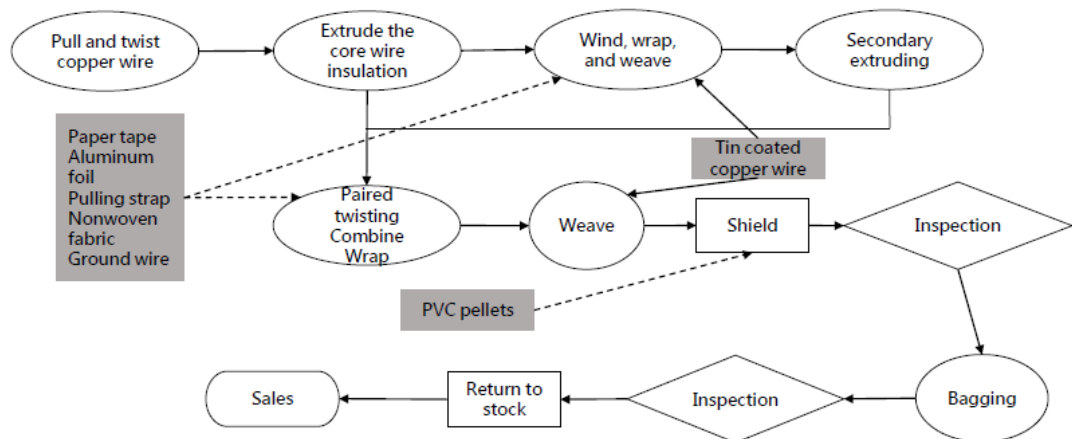
② Production procedures of connectors:

Materials and processes from suppliers are copper tapes, plastics, plating processes. The majority of connectors are sold to system-providers and connector assembly manufacturers.



③ Production procedure for raw wires:

Materials and services from suppliers are copper rods and industrial plastics. Our bulk wire customers typically include name brands, module-suppliers and assembly manufacturers in photovoltaic industry.



(III) Supplies of key materials

Our key materials include wires, connectors, terminals, etc. In order to secure our supplies, the Company mainly sources from quality and long-term vendors who offer high-quality and cost-effective materials in timely manner. The Company controls safety stock levels per customers' orders and MRP calculations.

(IV) Explanations if significant changes on gross profit margin in the last two

years: If changes were over 20%, provide analysis on major causes and their impact on the gross profit margins.

2019		2020	
Gross margin	Fluctuation percentage	Gross margin	Fluctuation percentage
24.36%	13.51%	25.34%	4.02%

No further analysis since changes of gross margin rates less than 20%

(V) List of major suppliers and customers:

List a customer with amount, percentage, and reasons of changes if, in the last two years, purchases/sales from/to it ever accounted for higher than 10% of the total purchases/revenues. Designated customer codes, instead of real company names, are acceptable if NDA are signed to protect the names of the customers/suppliers.

1. Major suppliers in 2019 and 2020

None of the purchase to 3rd party accounted for more than 10% of the total purchases. Total purchases to top 10 suppliers were 27.63%, 32.57 % and 32.56% of total in the last 3 years. Over the last 2 years, the company has not favored any one particular supplier. Unless stipulated by the client, the company's purchasing policy states that two suppliers must be available for any material. In addition to price comparison purposes, the supplier flexibility is also increased; therefore, there is no risk of over centralized supply.

2 Major customers in 2019 and 2020

Unit: NT\$ thousands; %

Item	2019				2020			
	Name	Amount	Percentage	Relation	Name	Amount	Percentage	Relation
1	AAA	5,874,384	25.44	None	AAA	5,021,654	22.28	None
2	(Note 2)	(Note 2)	(Note 2)	(Note 2)	(Note 2)	(Note 2)	(Note 2)	(Note 2)
	Net Sales	21,392,398	100.00	-	Net Sales	23,092,145	100.00	-

Note 1: Changes of suppliers and customers are mainly driven by shifts of market trends and demands

Note 2: None of the income from single supplier accounted for more than 10% of the consolidated revenue.

(VI) Production volume and value in 2019 and 2020

Unit: pcs/ NT\$ thousands

Products	2019			2020		
	Capacity	Outputs	Value	Capacity	Outputs	Value
Power cable and data connection cable assemblies	217,287,715	151,980,362	5,143,630	208,759,923	143,443,204	5,706,119
Harnesses	109,274,240	91,355,138	3,260,989	108,719,178	97,396,388	3,785,790
Docking station and adaptors	8,667,482	10,272,755	6,895,289	7,427,319	8,744,770	4,056,392
Other	2,418,080,532	3,126,182,322	10,352,064	2,779,757,721	3,573,064,340	8,785,329
Total	2,753,309,969	3,379,790,577	25,651,972	3,104,664,141	3,822,648,702	22,333,630

Note 1: Capacity is the production volume from existing facility under normal production schedule which factored in necessary suspension and holidays.

Note 2: Capacities, if complementary to each other, will be combined in calculation with footnote.

Note 3: Unit price may be different from different products.

Note 4: Note: Product re-organized

(VII) Sales volume and value in 2019 and 2020

Unit: pcs/ NT\$ thousands

Sales volume and value Products	Year		2019				2020			
			Domestic sales		International sales		Domestic sales		International sales	
	Volume	Value	Volume	Value	Volume	Value	Volume	Value	Volume	Value
Power cable and data connection cable assemblies	0	0	146,118,800	6,560,864	0	0	142,124,821	7,496,912		
Harnesses	0	0	90,750,928	5,124,876	0	0	102,962,126	5,615,898		
Docking station and adaptors	0	0	10,105,645	8,453,112	0	0	9,157,432	6,683,102		
Others	0	0	304,736,398	2,953,293	0	0	281,023,790	2,741,855		
Total	0	0	551,711,771	23,092,145	0	0	535,268,169	22,537,767		

Note 1: All sales are for export.

Note 2: Product re-organized

III. Employees in 2019 and 2020, and as of the date of this Annual Report

Year		2019 end		2020 end		As of March 2021	
Number of employees	Managers	269		271		274	
	Clerical	2126		2,590		2,675	
	Operators	7517		7,391		7,705	
	Total	9912		10,252		10,654	
Average Age		38.96		36.62		36.83	
Average Service Year		5.34		6.56		6.53	
Education	PhD	14	0.14%	11	0.11%	11	0.10%
	Master	218	2.20%	199	1.94%	199	1.87%
	College	1,602	16.16%	1965	19.17%	1986	18.64%
	High school	2,357	23.78%	2,554	24.91%	2,430	22.81%
	Others	5,721	57.72%	5,523	53.87%	6,028	56.58%

IV. Environment Protection Expenditures

- (I) Status if any applications of pollution facilities or waste drainages, if any payments for anti-pollution purposes, or if exclusively personnel setup for environmental issues:

Major production lines are in China.

All factories have Environmental Impact Assessment and the permits on waste water sewage. For recycling and general wastes, the Company has contracts with certified waste management companies

BizLink (Kunshan) Co., Ltd., OptiWorks (Kunshan) Co., Ltd., and Shiang Lien Construction & Development in Kunshan completed sewage infrastructure and received waste water sewage permit from government on 11/28/2011.

BizLink International Electronics (Shenzhen) Co., Ltd. received "Eco-Friendly Certificate" (Shen-Bao-Huan-Sho-Zi: 2010#021) from the Environment Bureau of Baoan District in Shenzhen. There were also "Environmental Impact Report" released by the government environmental committee in Shenzhen on 2013/4/10; (2013) 601055 from the water district in Shenzhen, and permit from the Environmental Bureau and Tax Bureau of Baoan District in Shenzhen.

BizConn (Shenzhen) International Corp. Shenzhen received "Eco-Friendly Certificate" from the Environment Bureau of Baoan District in Shenzhen

BizConn Certificate of Hazard Management, QC080000: Valid to 2022/1/9

BizConn Certificate of Environment Management, ISO 14001:2015: Valid to 2021/9/14

BizLink Electronics (Xiamen) Co., Ltd. Certificate of Environment Management, ISO 14001:2015: Valid till 2022/6/29

All waste emission, including waste water, gas and salvaged material, from Tongying Electronics (Shenzhen) have met local regulation standards and received approval on November 25th, 2011, (Shen-Bao-Hen-Shui-Pi: 2011: #604827) from the Environment Bureau of the Baoan District of Shenzhen. In addition, all waste emissions are tested by an independent third party to ensure compliance with government regulations;

- (II) List if any investment on anti-pollution equipment, the applications, and possible ROI:

The productions in our factories do not have high pollution processes. Our anti- production operation mainly focuses on waste management, which is currently handled by certified waste management companies. No investment on the major anti-pollution facility is required.

All solid waste generated during the production is properly classified and recycled by certified waste management companies. Our industrial wastes are managed by disposition stations certified by environmental authority. Our production procedures generate no significant pollutions to the environment.

General sewage per DB4426-2001 Level II standards, and industrial emission were processed before dispersed through pipes to high air per DB4427-2001 Level II, passed the inspection by certified 3rd party inspectors. Noise elimination control is per GB12348-2008 Level III or $\leq 65\text{dB}$ in the daytime and $\leq 55\text{dB}$ during the night time. There were no radiation sources, radioactive substances nor industrial sewage generated.

The pipes at soldering stations are our primary anti-pollution facilities. They take in the unleaded emission from the production and to release through the roof, keeping any possible damages away from human beings and the

environment.

- (III) Information about the processes taken by the Company on environmental pollution improvement for the last 2 years and up to the date of this Annual Report. If any pollution disputes, list the handling processes: There were no pollution disputes.
- (IV) List if any damage or loss (including compensation paid) by the Company on environmental pollution incidents in the last 2 years and up to the date of this Annual Report. The total penalty/fine amount, as well as the preventive actions (including improvement) and possible liabilities (including possible loss if no preventive measures are taken, and the penalties and estimated compensation amount; if a reasonable estimation cannot be made, then reasons): None.
- (V) Information about the current pollution management processes and their impacts to profits, competitiveness and capital expenditures of the Company, as well as the projected major environment-related capital expenses to be made for the next two fiscal years:
- All products manufactured by the Company are eco-friendly and meet local and international environmental regulations. There are no toxic waste or wastewater byproducts from the production process. The stamping and maintenance steps of equipment and product maintenance generate residual solvent inks and negligible chemical solutions. These substances are now 100% managed by certified waste management companies. Procedures for using, storage, and disposing chemical substances are compliant with the local regulations. Documentation regarding hazard waste in case of emergency is filed at the local environmental authority level. Therefore, we foresee no environment-related capital expenses, or impact to the profits and competitive position of the Company due to environmental issues.

V. Labor Relation

- (I) Information regarding employee benefits, continuing education, training, retirement programs, and the status of their implementation, as well as the contracts between the employees and the Company, and all measures aimed at preserving the rights and interests of employees.
1. Employee benefit programs and execution
- Talents are the most precious assets of the Company. We strive to incubate, cherish and care for every employee to ensure them a balance development among work, life and leisure. The Company made the salary policy based on profit sharing and performance evaluation to provide sound benefit programs as seen in the following examples (Note: may vary by regions):
- A. Labor insurances per local government's requirements
 - B. Social insurances, housing funds, work-related injuries, pension funds, medical insurances, unemployment insurances and maternity insurance, etc.
 - C. Gifts in routine birthday parties and traditional holidays
 - D. Annual paid time-off per regulations
 - E. Various recreational events and employee outings.

- F. Free annual health checkups; free meals and dorm program.
- G. OHSAS18001 occupational safety and health management system.
- H. Regular pay raises and generous annual bonus to the middle managers.

2. Employee education and trainings:

Talented people are the most important and core aspects to BizLink's competitiveness. The Company uses continuous training programs to nurture employees' potential and enhance their knowledge, meanwhile increasing their loyalty to the company. This also provides them with the tools and expertise to improve the Company's operational efficiency to reach business goals. The execution of employee training is as follows:

- A. Accumulated training hours in 2020 was 1,204,703 hours, or 12.16 hours/employee, with a total expense of NT\$ 5.71 million.

The programs covered professional and general education, including skills for middle management, quality assurance, R&D and engineering, production management, human resources & general administrations, sales & marketing, financial management, and material management.

- B. New employee trainings:

Dedicated mentors are assigned when new employees come onboard for orientation, covering an introduction to the working environment and helping them acquaint themselves with the company, coworkers, and corporate culture. Departmental training programs are available to new employees to equip them with basic knowledge for their job. These include, but are not limited to, the company background, organizational structure, employee handbook, awareness of environmental protection, quality/environment policy and the Articles of Association, salary & benefits, training programs, performance appraisal, production safety and hygiene, 6S, and knowledge regarding quality controls.

- C. On-the-job trainings:

Our human resource department sets up open-class schedules for the following year at year end. The schedules combine both internal sessions from departments and the Company, and external programs. Internal sessions are led by lectures from either internal instructors or external professionals with professional knowledge and machinery operation experience. The external programs are done by professional training institutes, such as Ahead International Management Consulting and The Association of Pioneer Quality Control Research for special training projects.

- D. Management trainings:

For managers, various trainings were provided according to their level and work nature to create team vision and operating consensus. The Management Training Program is provided to the Company's managers and fully subsidized by the Company to foster individual leadership and management skills.

E. E-Learning:

The Company has established a corporate learning platform online, BizLink eLearning. Employees are free to utilize the programs. The classes are updated regularly and cover management, professional skills, finance, information system, and quality assurance. BizLink eLearning was awarded a Grade A certification in 2007 for its quality in the program of digital learning industry promotion and development from the Industrial Development Bureau, Ministry of Economic Affairs.

F. Internal instructors:

To pass down and circulate organizational and professional knowledge, the Company has formed an instructor team for the classes, and improved the teachers' abilities to develop new training programs and to integrate the materials into practical operations.

G. Special skill training:

For trainings that require sophisticated skills and professionalism, the Company has partnered with 3rd party training institutes to develop special skill programs, such as IPC-620 and English writing and speaking.

H. Management trainee program:

To fulfill the need for talented and higher-quality employees for business development and company recognition, the Company regularly recruits new graduates from universities, and internally promotes employees with outstanding performance to management trainee programs to staff future development.

3. Retirement program and execution

A. After the announcement of the Labor Pension Act on July 4th, 2007, the Company began offering the then employees to either continue the pension program under the Labor Standards Act or to change to the program under the Labor Pension Act. Two people elected to stay with the Labor Standard Act; eight others chose to retain the old system for service years accumulated before 2007 and switch to the new system thereafter.

B. Employees who qualify for the pension program under the Labor Pension Act are defined as the description in the law's Article 53: A worker may apply for voluntary retirement under any of the following conditions: "1. A worker who attains the age of fifty-five and has worked for fifteen years. 2. A worker who has worked for more than twenty-five years. 3. A worker who attains the age of sixty and has worked for ten years. Or as the description in the law's Article 54: "

1. Where the worker attains the age of sixty-five. 2. Where the worker is unable to perform his/her duties due to mental handicap or physical disability. When a worker retires involuntarily, based on the Law's Article 55, two bases are given to the worker for each full year of his/her service. Those having served over 15 years are given one base for each full year of service and the total number of bases shall be no more than 45. Length of service is calculated as half year when it is less than six months and as one year when it is more than six months. 2. As set forth in sub-paragraph

2 of Paragraph 1 of Article 54, an additional 20% on top of the amount calculated according to the preceding sub-paragraph shall be given to workers forced to retire due to mental disorders or physical disabilities incurred from the execution of their duties.

- C. The Company has allocated an amount stipulated by the Labor Department and computed according to Article 56 under Labor Standard Act to employee's individual account to cover pension withdrawals in the future.
 - D. For employees who joined after July 4th, 2007, the Company will only elect the regulations in Article 14 under Labor Pension Act to contribute an amount equal to 6% of his/her monthly wage to an employee's individual account of labor pension. Once the employee retires, either voluntarily or involuntarily, he or she can withdraw the pension either at once or via a monthly basis."
4. Contracts between the employees and the Company, and all measures aimed at protecting the rights and interests of employees.
- A. Union establishment: Unions are formed per related local regulations, and Union meetings are held regularly based on the related local regulations. Representatives from the employees are invited to facilitate the communication with employees as they can get opinions and requests from the meetings for employees' needs and issues, and invite unions' participation to the benefit program and policy setting. As of today, all union members are willing to dedicate to the related matters to assist the win-win situation for the Company and employees.
 - B. Suggestions deposits: An appeal and complaint channel for the employees, managed by dedicated personnel. Employees are encouraged to bring up suggestions, which will be used as references for continuous improvements on company policies.
5. Code of employee conduct and morale
- The Company has employee handbooks available as a guideline for daily operation and conduct. The following articles are from Code of employee conduct and morale from the Company:
- (1) Honesty and integrity
Employees must abide by the honesty and integrity articles stipulated by the Company, not to solicit any improper interests, like rebates, commissions, gifts, or entertainments from any trading parties, including partners, customers, material vendors and service providers, regardless the result of the transactions
 - (2) No harassments in any form is allowed
Employees have the right to work under harassment-free environment. Harassments targeting cultural backgrounds are prohibited
 - (3) Promises and implementation
The Company has declared an honest policy. The board and the management team shall strive to implement the promise and carry out necessary procedures and management within internal and

external business activities.

(4) Honest business activities

The Company shall conduct its business in fair and transparent manners. Before any transactions with agents, suppliers, customers or trading partners, the Company shall ensure its honest business policy is included in the contracts to implement terminations or cancellations of the transactions if the policies are violated

(5) No bribery

The Company strictly forbids its employees to directly or indirectly offer/promise or to take/receive any kind of improper interests including rebates, commissions, or any payments to or from customers, agents, contractors, suppliers, government officers, or any other interest parties.

(6) No illegal political contributions

The Company strictly forbids its employees to offer illegal contributions to any political parties or events in exchange for business interests or advantages.

(7) No illegal charity contributions or sponsorships

The Company strictly forbids its employees to give charity donations or sponsorships per laws and internal policies to avoid de facto bribery.

(8) No inappropriate gifts, entertainment or interests

The Company strictly forbids its employees to give improper gifts, entertainment, or interests to influence the business transactions or make impact to the legitimate of the deals. Dealings with partners who have records of unethical conduct shall be avoided. Personal direct or indirect donations shall abide by Political Donations Act and company policies.

(I) Information regarding the loss suffered by the Company due to labor disputes occurring in the last 2 years, and up to the date of this Annual Report, and the estimated amount expected incur for the present and future as well as the preventive measures. If a reasonable estimation cannot be made, reasons should be stated herein:

No major labor disputes in year 2019, 2020 and up to the date of this Annual Report.

Through constant promotion and improvement of various employee benefit measures, the potential risk of major losses incurred due to labor-capital disputes in the future is minimized.

VI. Important contracts

Item	Type of contract	The parties	Valid Period	Major transaction	Covenant clause
1	Licensing	Apple Inc.	Two years starting from 12/3/2007 and automatically renewed thereafter	Technology Licensing	--
2	Licensing	Molex Incorporated	7/30/2007- Patent expiration	License to use patents	--
3	Licensing	VESA	3/11/2008- contract termination with VESA	License to use Trademark Icons	--
4	Licensing	Molex Incorporated	11/7/2011 - Mature date of the right to use the patent.	License to use patents	--
5	Logistics	Flextronics International S.R.O	Stating from 8/1/2009 until termination notice from either side	Logistics agreement	--
6	Licensing	Amphenol Corporation	6/23/2016 until licensed patents expire	License to use patents	--
7	Licensing	Molex LLC	5/27/2016 until licensed patents expire	License to use patents	--
8	Product Supply Agreement	Microsoft	9/5/2016 until terminated by either party	Product Supply Agreement	--
9	Licensing	USB Implementers Forum, Inc.	02/07/2018 until terminated by either party	License to use patents	--
10	Product Supply Agreement	Polaris	8/25/2020 until terminated by either party	Product Supply Agreement	--

Six Financial Highlights

I. Financial Information from 2016 to 2020

(I) Consolidated Condensed Balance Sheets and Statements of Comprehensive Income – Based on IFRS1.

1. Consolidated Condensed Balance Sheets

Unit: NT\$ Thousand

Year Item		Financial Information (Note 1)					Financial Information As of March 31, 2021 (Note 2)
		2016	2017	2018	2019	2020	
Current assets		7,629,676	9,889,891	13,484,697	18,401,797	15,867,104	15,481,575
Property, plant and equipment, net		1,554,399	2,095,113	2,221,686	2,505,708	3,224,081	3,215,351
Intangible assets		117,869	888,502	921,968	711,243	1,746,963	1,673,570
Other assets		226,621	393,207	351,087	424,866	239,710	257,502
Total assets		9,946,432	13,849,053	17,736,102	24,013,108	22,717,189	22,265,062
Current liabilities	Before appropriation	2,303,024	5,774,777	5,359,860	7,735,306	5,875,662	6,448,968
	After appropriation	3,023,739	4,965,567	9,564,232	8,909,963	6,973,940	(Note 3)
Non-current liabilities		2,311,855	485,377	3,315,491	4,021,376	3,564,002	2,870,474
Total liabilities	Before appropriation	4,614,879	6,260,154	8,675,351	11,756,682	9,439,664	9,319,442
	After appropriation	5,335,594	5,450,944	9,564,232	12,931,339	10,537,942	(Note 3)
Equity attributable to owners of the parent		5,331,553	7,588,899	9,005,955	12,207,530	13,237,341	12,907,300
Paid-in capital		1,029,593	1,155,664	1,185,174	1,305,174	1,305,694	1,336,363
Capital surplus		2,277,793	4,130,734	4,893,638	7,320,086	7,342,311	8,012,795
Retained earnings	Before appropriation	2,557,845	2,999,479	3,598,940	4,550,195	5,420,603	4,631,973
	After appropriation	1,837,130	2,190,269	2,710,059	3,375,538	4,322,325	(Note 3)
Other components of equity		(533,678)	(696,978)	(671,797)	(967,925)	(831,267)	(1,073,831)
Treasury Stock		-	-	-	-	-	-
Non-controlling interest		-	-	54,796	48,896	40,184	38,320
Total equity	Before appropriation	5,331,553	7,588,899	9,060,751	12,256,426	13,277,525	12,945,620
	After appropriation	4,610,838	6,779,689	8,171,870	11,081,769	12,179,247	(Note 3)

Note 1: Consolidated financial statements of the recent 5 years have been audited by independent auditors.

Note 2: Consolidated financial statements for 2021Q1 have been reviewed by independent auditors.

Note 3: Information provided is less than one year, and no Board of Directors meeting has been held to approve the distribution.

2. Consolidated Condensed Statements of Comprehensive Income

Unit: In NT\$ Thousand

Year Item	Financial Information (Note 1)					Financial Information As of March 31, 2021 (Note 2)
	2016	2017	2018	2019	2020	
Revenue	9,208,059	15,599,207	21,392,398	23,092,145	22,537,767	6,134,214
Gross margin	2,743,577	3,808,849	4,589,867	5,625,587	5,710,324	1,361,630
Operating income (loss)	1,018,079	1,551,724	1,788,828	2,410,025	2,445,028	402,595
Non-operating income (expenses)	144,190	(28,966)	68,886	(74,997)	(189,786)	28,969
Pre-tax net income	1,162,269	1,522,758	1,857,714	2,335,028	2,255,242	431,564
Net income from Continuing operations	909,945	1,180,179	1,399,589	1,837,640	1,820,296	307,871
Losses from discontinued operations	-	-	-	-	-	-
Net profit (loss)	909,945	1,162,465	1,399,589	1,837,640	1,820,296	307,871
Other comprehensive income (loss) (after tax)	(407,809)	(312,810)	19,271	(325,622)	392,089	(220,287)
Total comprehensive income	502,136	867,369	1,418,860	1,512,018	2,212,385	87,584
Net income attributable to owners of the parent	909,945	1,180,179	1,392,311	1,843,989	1,828,336	309,648
Net income attributable to non-controlling interest	-	-	7,278	(6,349)	(8,040)	(1,777)
Total comprehensive income attributable to owners of the parent	502,136	867,369	1,411,347	1,519,997	2,221,097	89,448
Total comprehensive income attributable to non-controlling interest	-	-	7,513	(7,979)	(8,712)	(1,864)
Earnings per share (NT\$) (Note 3)	9.23	10.84	11.86	15.54	14.01	2.35

Note 1: Consolidated financial statements of the recent 5 years have been audited by independent auditors.

Note 2: Consolidated financial statements for 2021 Q1 have been reviewed by independent auditors.

Note 3: Earnings per share are calculated by the released common shares in weighted average method, as the shares in capital increase, are retroactively adjusted.

(II) Auditors' Names and Opinions from 2016 to 2020

1. Auditors' Names and Opinions from 2016 to 2020

Year	Name of CPA	Accounting Firm	Audit opinion
2016	Chung-Chen Chen Cheng-Quan Yu	Deloitte & Touche	Unqualified opinion
2017	Chung-Chen Chen Cheng-Quan Yu	Deloitte & Touche	Unqualified opinion
2018	Chung-Chen Chen Cheng-Quan Yu	Deloitte & Touche	Unqualified opinion
2019	Chung-Chen Chen Chiang-Hsun Chen	Deloitte & Touche	Unqualified opinion
2020	Chung-Chen Chen Chiang-Hsun Chen	Deloitte & Touche	Unqualified opinion

2. For CPA changes, the names of former and succeeding CPA firms and independent accountants in the last 5 years as well as the reasons for the changes, shall be provided: The change was due to the internal rotation within the CPA firm, Deloitte & Touche.

II. Financial Ratio Analysis from 2016 to 2020

(I) Financial Ratio Analysis- Based on IFRS

<div> <div>Year (Note 1)</div> <div>Item (Note 3)</div> </div>		Financial Analysis from 2016 to 2019					Financial Information As of March 31, 2021 (Note 2)
		2016	2017	2018	2019	2020	
Financial structure (%)	Debt to asset ratio	46.40	45.20	48.91	48.96	41.55	41.86
	Long-term fund to Property, plant and equipment ratio	453.52	350.99	557.07	649.63	522.37	491.89
Solvency (%)	Current ratio	331.29	171.26	251.59	237.89	270.34	240.06
	Quick ratio	252.30	111.39	165.10	182.34	185.85	161.39
	Interest coverage ratio	27.16	46.45	36.73	23.66	18.98	17.43
Operations	Account receivables turnover (times)	4.52	4.68	4.39	4.57	4.43	4.50
	Average collection days	80.75	77.99	83.06	79.86	82.39	81.11
	Inventory turnover (times)	3.64	4.48	4.11	3.83	3.56	3.69
	Account payables turnover (times)	5.10	4.99	4.54	4.57	4.52	5.22
	Average days sales	100.27	81.47	88.90	95.30	102.52	98.91
	Fixed assets turnover (times)	6.41	8.55	10.43	9.77	7.87	7.62
	Total assets turnover (times)	1.08	1.31	1.36	1.11	0.96	1.09
Profitability	Return on assets (%)	11.21	10.05	9.21	9.30	8.33	5.94
	Return on equity (%)	18.73	17.99	16.81	17.24	14.26	9.39
	<u>Pre-tax income as a percentage of total paid-in capital (%)</u>	112.89	130.23	156.75	178.91	172.72	129.18
	Profit margin (%)	9.88	7.45	6.54	7.96	8.08	5.02
	Earnings per share	9.23	10.68	11.86	15.54	14.01	2.35
Cash Flows	Cash flow ratio (%)	50.31	2.17	15.97	39.57	31.85	(4.91)
	Cash flow adequacy ratio (%)	94.01	58.16	50.25	73.83	68.15	57.70
	Cash flow reinvestment ratio (%)	7.80	(6.75)	0.36	13.31	4.22	(2.02)
Leverage	Operating leverage	3.34	3.23	3.44	3.12	3.19	4.93
	Financial leverage	1.05	1.02	1.03	1.04	1.05	1.07

Financial ratio variance over 20% in 2020 compared to 2019:

1. The decrease in the long-term capital ratio due to the increase in property, plant, equipment, and thru M&A.
2. The decrease in the interest coverage ratio was due to the issuance of overseas convertible corporate bonds, which carried a higher interest expense.
3. The decrease in the cash reinvestment ratio was due to the decrease in operational cash flow, and the increase in cash dividend.

Note 1: Consolidated financial statements for the last 2 years had been audited by independent auditors.

Note 2: Consolidated financial statements for 2021 Q1 have been reviewed by independent auditors.

Note 3: Formulas:

1. Financial structure
 - (1) Debt to asset ratio = Total liabilities / Total assets.
 - (2) Long-term fund to Property, plant and equipment ratio = (Shareholders' equity + Noncurrent liability) / Property, plant and facility, net.
2. Solvency (%)
 - (1) Current ration = Current assets / Current liabilities.
 - (2) Quick ratio = (Current assets - Inventory - Prepaid expenses) / Current liabilities.
 - (3) Interest coverage ratio= Income before interest and taxes / Interest expenses.
3. Operations
 - (1) Account receivables (Including account receivables and notes receivables from operating activities) turnover = Net sales / Average account receivables (Including account receivables and notes receivables from operating activities).
 - (2) Average collection days = 365 / Average account receivables.
 - (3) Inventory turnover = Cost of goods sold / average inventory.
 - (4) Account payables (including account payables and notes payables due to operating activities from each period) turnover = Cost of Sales / Account payables turnover (including account payables and notes payables from operating activities in each period).
 - (5) Average days sales = 365 / Inventory turnover.
 - (6) Fixed assets turnover= Net sales / Average Fixed assets, net
 - (7) Total assets turnover = Net sales / Average total assets.
4. Profitability
 - (1) Returns on assets = [Net income + Interest expense \times (1- tax rate)] / average total assets
 - (2) Return on equity = Net income / Average shareholders' equity.
 - (3) Profit margin = Net income / net sales.
 - (4) Earnings per share = (Net income attributable to owners of the parent company – preferred dividend) / Weighted, average number of shares outstanding.
5. Cash Flows
 - (1) Cash flow ratio = Net cash provided by operating activities / Current liabilities.
 - (2) Net cash flow adequacy ratio = Five-year sum of net cash from operations / Five-year sum of capital expenditures, inventory additions, and cash dividend.
 - (3) Cash re-investment ratio = (Net cash provided by operating activities - Cash dividends) / (Gross fixed assets + Long-term Investment + Other noncurrent assets + Working capital).
6. Leverage:
 - (1) Operating leverage = (Net Sales - Variable cost) / Income from operations.
 - (2) Financial leverage = Income from operations / (Income from operations - Interest expenses).

III. Audit Committee Report

Audit Committee Report

The Board of Directors of BizLink Holding Inc. has submitted the Company's 2020 business report, financial statements, and earnings appropriation proposal to the Audit Committee. The CPA firm, Deloitte & Touche, was retained to audit the financial statements and has issued an audit report accordingly. The business report, financial statements, and earnings appropriation proposal have been reviewed and determined to be correct and accurate by the Audit Committee members of the Company. According to Article 14-4 of the Securities and Exchange Act and Article 219 of the Company Law, we hereby submit this report.

BizLink Holding Inc.

Independent director,	Ming-Chun Chen
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Independent director,	Jr-Wen Huang
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Independent director,	Chin-Teh Hsu
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March 24, 2021

IV. Financial reports in recent years, including CPA audit reports, two comparable balance sheets, statements of comprehensive income, statements of changes in equity, statements of cash flows

Please refer to page 126 through page 138.

V. Audited stand-alone financial statements in recent years, not including detailed list of important items: None.

VI. The Company should disclose the financial impact to the Company if the Company and its affiliates have incurred any financial or cash flow difficulties in recent years or as of the date of this Annual Report: None.

Seven Financial Status, Performance Review, and Risk Analysis

I. Financial Condition Analysis

Unit: NT\$ Thousand; %

Item \ Year	2019	2020	Change	
			Amount	Change percentage%
Current assets	18,401,797	15,867,104	(2,534,693)	(13.77%)
Property, plant and equipment	2,505,708	3,224,081	718,373	28.67%
Intangible assets	711,243	1,746,963	1,035,720	145.62%
Other assets	424,866	239,710	(185,156)	(43.58%)
Total assets	24,013,108	22,717,189	(1,295,919)	(5.40%)
Current liabilities	7,735,306	5,875,662	(1,859,644)	(24.04%)
Non-current liabilities	4,021,376	3,564,002	(457,374)	(11.37%)
Total liabilities	11,756,682	9,439,664	(2,317,018)	(19.71%)
Paid-in capital	1,305,174	1,305,694	520	0.04%
Capital surplus	7,320,086	7,342,311	22,225	0.30%
Retained earnings	4,550,195	5,420,103	869,908	19.12%
Other equity	(967,925)	(831,267)	136,658	(14.12%)
Non-controlling equity	48,896	40,184	(8,712)	(17.82%)
Total shareholders' equity	12,256,426	13,277,525	1,021,099	8.33%
<p>Analysis of significant variance: (variance % over 10% compared with prior period or amount over 1% of total assets of current period).</p> <ol style="list-style-type: none"> 1. Current assets: Mainly due to the increase in cash and equivalent of overseas convertible corporate bonds and overseas depositary receipts issued in 2019. 2. Property, plant and equipment: Mainly due to the additions from mergers and acquisitions. 3. Intangible assets: Mainly due to the goodwill and intangible assets acquired through mergers and acquisitions. 4. Current liabilities: Mainly due to the redemption of the second foreign unsecured convertible bonds. 5. Non-current liabilities: Mainly due to the decrease in lease liabilities. 6. Retained earnings: Increase in net income and disposal of equity instruments at fair value through other comprehensive income for 2020. 				

II. Financial Performance

(I) Operation Analysis

Unit: NT\$ Thousand; %

Item \ Year	2019	2020	Change	
			Amount	Change percentage %
Revenue	23,092,145	22,537,767	(554,378)	(2.40%)
Operating costs	17,466,558	16,827,443	(639,115)	(3.66%)
Gross margin	5,625,587	5,710,324	84,737	1.51%
Operating expenses	3,215,562	3,265,296	49,734	1.55%
Net operating income	2,410,025	2,445,028	35,003	1.45%
Non-operating income and expenses	(74,997)	(189,786)	(114,789)	(153.06%)
Pre-tax net income	2,335,028	2,255,242	(79,786)	(3.42%)
Less: Income tax expense	497,388	434,946	(62,442)	(12.55%)
Net income	1,837,640	1,820,296	(17,344)	(0.94%)
Other comprehensive income (after tax)	(325,622)	392,089	717,711	220.41%
Total comprehensive income	1,512,018	2,212,385	700,367	46.32%
Analysis of significant variance: (variance over 10% compared with previous period or amount over 1% of total assets in current period).				
1. Non-operating income and expenses: Increase in exchange rate losses due to the unfavorable exchange rate fluctuations in 2020.				
2. Total comprehensive income: mainly due to exchange rate losses.				

(II) Revenue Outlook and Key Assumptions

We expect both sales quantity and value in 2021 will continue to grow on a yearly basis due to continuing exploitation in high-end connecting cable, value-added cable docking, and electric vehicle charging products; and on-going cultivation into new products in automobile fields Docking and Type-C categories. Please refer to the business report for related market research and an analysis of the current and future developments in the industry.

(III) Potential impacts to the Company's future financial plan and corresponding plans

Our product applications will continue to expand through new technology and innovation. We are currently enjoying a stable growth phase and will continue to offer new products and acquire new markets for better margins, in an effort to sustain the growth trend. We plan to use bank loans to support our operational needs and strengthen the financial structure.

III. Cash Flow

(I) Cash Flows Analysis for 2019 and 2020

Analysis unit: In NT\$ Thousand; %

Year Item	2019	2020	Increase (decrease) amount	Increase (decrease) percentage %
Operating activities	3,060,503	1,871,527	(1,188,976)	(38.85%)
Investing activities	(1,209,332)	(2,035,978)	(826,646)	68.36%
Financing activities	3,877,794	3,826,135	(51,659)	(1.33%)
Difference analysis: 1. Operating activities: Mainly due to the increase in accounts receivable and in inventory levels. 2. Investing activities: Mainly due to the increase in investments in subsidiaries as a result of the acquisition of Speedy Group.				

- (II) Plans to Improve Liquidity: The Company's sales and profits continue to grow and, funding will be supported by fund raising and by bank loans. There is no liquidity shortage up to the date of this Annual Report.

(III) Cash Liquidity Analysis for 2021:

Unit: NT\$ Thousand

Cash at beginning of year	Net Cash provided by operating activities in 2020	Net Cash used in investing and financing activities in 2020	Cash balance	Preparations for shortage of cash	
				Investment plan	Financing plan
5,360,003	2,131,665	(1,850,355)	5,641,313	-	-
1. Cash Liquidity Analysis for 2021 (1) Operating activities: Cash inflows 2,131,665 thousand, mainly from operating profit (2) Investing activities: Cash outflows 2,354,205 thousand, mainly from renovation of production buildings, purchasing of land, and investment projects. (3) Financing activities: Cash inflows 503,850 thousand, mainly from cash dividends paid and bank borrowings raised.					

IV. Major Capital Expenditures and Impact on Finance and Business in 2020

The Company acquired Speedy group and Leoni AG Electrical Appliance Assemblies business group ("BizLink Home Appliances Division") in 2020 and 2017. As of the acquisition date, BizLink has obtained property, plant and equipment, intangible assets and goodwill in a total amount of NT\$2,477,562 thousand.

V. Investment Policies, Reasons for Gains (Loss), Plans for Improvement, and Future Investment Plans

1. Investment Policies

The Company's current investment policy mainly targets on businesses related to connectors. The investment plan is analyzed and evaluated for its potential benefit to the Group and then executed by corresponding departments according to the internal control policies, which included "Investment Cycle", "Administrative Measures on Governing subsidiaries", "Administrative Measures on related party Transactions" and "Procedures on Acquisition or Disposal of Assets". The Measures and Procedures shall be approved by the Board of Directors or the Shareholders' Meeting.

2. Reasons for Gains or Losses from Long-term Investments in 2020

Our investment strategy is driven by specific needs from our group companies and global expansion; we place an emphasis on main production sites in China with a labor advantage and knowhow repository while expanding our reach through establishing overseas operating sites in the U.S., Ireland, Germany, Belgium, Malaysia, Singapore, Japan, and India. Under the current global management, business results from our investee companies as a whole remains profitable.

3. Investment Plans in 2021

Our investment plan for 2021 will be carefully evaluated and decided by the management team according to the business needs and the approval procedures to ensure long-term competitiveness.

VI. Analysis of Risk Items in 2019 and 2020 and Up to the Date of Annual Report

(I) Risks associated with interest and exchange rate fluctuations, inflation, and impact to the Company's Profit and Preventive Actions:

1. Impact of interest rate fluctuations to the Company's profit and preventive actions:

Item / Year	2019	2020
Net interest income (expense)	(54,813)	(70,038)
Net interest income (expense) as a percentage of revenue	(0.24%)	(0.31%)
Net interest income (expense) as a percentage of COGS and expenses	0.27%	0.35%

Net interest expense in 2020 was NT\$70,038 thousand, or (0.31%) of the revenue or 0.35% of COGS and expenses. Interest rate fluctuations had minimal impact to the Company, as the net interest expense to revenue, COGS and expenses was immaterial.

2. Exchange rate fluctuations

Item / Year	2020
Net foreign exchange (loss) gains	(344,379)
Net foreign exchange (loss) gains as a percentage of revenue	(1.53%)
Net foreign exchange (loss) gains as a percentage of COGS and expenses	1.71%

Most of the sales were made to Europe and America regions and were dominated primary in US dollars and few in Euros. Sales in China were dominated in RMB. The Company hedges risk from management team by closely monitoring the market trend and professional opinion from financial institution when the fluctuation is immaterial. When the exchange rate fluctuates intensively, the Company will consider to use risk-free hedging tool, followed by closely monitoring foreign currency position and exchange rate to minimize its impact. Our financial hedge strategy is mainly to avoid fluctuations on fair value and risk of cash flows. As the result of our operation, foreign exchange losses for 2019 and 2020, respectively, was NT\$47,828 thousands and NT\$344,379 thousands, or 0.21% and 1.53% to revenue, and had limited impact to the financial status. To minimize the impact of currency fluctuation to the Company's profitability, there are preventive actions to take:

- A. Open foreign currency accounts to manage foreign currency position and dispose foreign currency when time is appropriate; or use foreign currencies received from sales to pay for purchases dominated in foreign currencies to limit the impact of currency fluctuations to Company's profitability.
- B. Finance personnel are required to make judgment to future exchange rate trend to determine the appropriate foreign currency position to reduce the impact of currency fluctuation to the Company's profitability.
- C. To sell or purchase foreign currency forward to hedge risk according to the changes and demands of foreign currency market in order to minimize the impact of currency fluctuations to the Company's profitability.

3. Inflation

According to IMF's World Economic Outlook in April 2021, global economic growth in 2021 is projected to have a growth by 6%.

The price of our product is mostly affected by the price of copper, one of the key components. Most of time, the price of material can be reflected in our selling price. To prevent possible cost fluctuations due to sharp uprising on copper price, the Company will purchase the material in advance when the price of commodity is surging or adjust purchasing strategy and trading term to reduce the price impact from the commodity.

As summarize, no immediate significant impact from the inflation or deflation risks described above.

(II) Investment policy and reasons for gains & losses for high-risk/high-leverage financial products, derivatives, loans to others and guarantees of debts

The Company is committed to maintain steadiness and integrity as its core value of operations. Up to the date of Annual Report, the company was 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 process for the matters. For forwards transaction used to hedge foreign currency risk, the Company has set up “Procedures on Acquisition or Disposal of Assets, (including derivative products)”. Up to the date of Annual Report, no endorsement, guarantee, or loans were made to parties outside of the Group.

(III) Future Research & Development Plans and Estimated expenses:

The Company's future R&D plans are as follows:

We focus on connecting technologically complex products. Our major R&D projects include:

1. Video conference product development
2. High-speed and long-range USB4.0/DP2.0/Thunderbolt 4 development
3. Thunderbolt 4 multifunctional docking station development
4. New HDMI2.1 video adaptor, cable, and connector development
5. New USB video adaptor, cable, and connector development

Products	Unit (thousand RMB)	Applications
Video conference product development	2,000	Consumable materials and testing equipment
High-speed and long-range USB4.0/DP2.0/Thunderbolt 4 cable development	1,000	Consumable materials and testing equipment
Thunderbolt 4 multifunctional docking station development	2,000	Consumable materials and testing equipment
New HDMI2.1 video adaptor, cable, and connector development	500	Consumable materials and testing equipment
New USB video adaptor, cable, and connector development	1,000	Consumable materials and testing equipment

(IV) Impacts to the Company's Finance I Associated with Major Changes in International and Domestic Policies and Laws, and Preventive Actions: None.

(V) Impacts to the Company's finance Associated with Changes in Technology and Industry, and Preventive Actions:

Our product portfolio caters to many industries. Manufacturing footprint is spread across three continents to expand our supply chains. This product diversity allows us to hedge our risks and mitigate the effects of volatile markets. To maintain industry leadership, we closely monitor changes in technology and continue our R&D efforts.

(VI) Impacts to the Company's Crisis Management from changes in Corporate Image, and Preventive actions:

Operating under the core values of "Integrity, customer-oriented service, teamwork, environmental protection, and innovation" has led us to industry-wide recognition and a positive image. On corporate governance, the Company has been ranked among the top enterprises of the Taiwan Stock Exchange's annual Corporate Governance evaluation for many years. We focus on our core businesses, maintaining a steady financial structure with corporate information transparency, and a positive image listed company.

(VII) Expected benefits and risks from merger and acquisition and preventive actions:

We've completed the 100% acquisition of Speedy Industrial Supplies Pte Ltd from Singapore in April 2020. Sales from Speedy has been merged into the Group's revenue starting from that same month.

1. Expected benefits: Acquire production site and customers.
2. Potential risk: Lower than expected results from our investee companies due to the conditions of the macro economy.
3. Addressing plan: Review operations of the investee companies

(VIII) Expected Benefits and Risks from Capacity expansion and Preventive Actions:

Expected benefits	1. Expand current production scale and capabilities 2. Expand production sites according to the growth of orders and demand of customers, as well as leverage the advantage/disadvantage of production cost
Potential risks	1. Negative liquidity impacts due to large investments 2. Capacity is not utilized as expected
Preventive actions	Replace phase-out production equipment gradually or relocate production equipment to utilize capacity in order to minimize investment risks
	Establish competitive overseas production sites to utilize production capacity, and proper control over production cost

(IX) Risks from Purchase or Sales Concentrations and Preventive Actions:

1. Purchase concentration risk

Changes of purchase between 2019 and 2020 were mainly due to changes of the Company's product mix, purchase prices and shipping

terms. Moreover, due to ample sources of suppliers available in the market, the Company was able to maintain a diversified vendor base. No key material or goods was accounted for more than 30% of purchase in 2020; thus there was no specific vendor or affiliates has provided more than 70% key material or goods to the Company in 2017. There was no single vendor contributed more than 10% purchase to the Company between 2019 and 2020, which indicated the purchase concentration risk was limited.

2. Sales concentration risk

Sales of the top one customer to total sales was 25.44% and 22.28% in 2019 and 2020, respectively, while the top ten customers made up 54.77% and 54.90% of total sales in 2019 and 2020. The revenue in 2020 significantly increased YoY. Moreover, the Company is striving to develop new products, such as motor wires, medical cable, solar junction box, etc. to diversify the customer base and to minimize such risk.

(X) Impact and Risks from Significant Changes in Shareholdings Directors, Supervisors, or Major Shareholders Who Own 10% or More of the Company's Shares, and Preventive Actions: None.

(XI) Impact and Risks from changes in Management Control and Preventive Actions:

Up to the date of publication, no incidence associated with change of management control. Moreover, the Company is in the process to strengthen corporate governance, hire independent directors and establish the audit committee to better facilitate shareholders' rights. Also, the existing management team is well supported by the shareholders. If any changes in management control, it will not impact the continuity of advantage of management and operations.

(XII) Litigations or Non-litigious Matters

1. Litigation and non-litigation matter of the Company and its subsidiaries: None.
2. Directors, Supervisors, General Managers, In-charge Personnel, Major shareholders with more than 10% of shareholding and subsidiaries should be disclosed. Lawsuits that may significantly affect the shareholders' equity or the stock price of the Company, the disclosure should include the factual accounts of the case, the underlying amount, the commencement date of judiciary proceeding, involved parties, and the current status of the case as of the date of this annual report: None.

(XIII) Other Significant Risks and the Preventive Actions as of the Date of this Annual Report:

1. For other major operating risks and the remedial actions, please refer to page 92 of this annual report for favorable/unfavorable factors associated with future development and remedial actions and measures.
2. Risks associated with patent violation: As international competition getting fierce under the global economy, pattern infringement lawsuit has become a competing strategy adopted by the industry practice. Moreover, there are increasing amount of patent rolls using all sorts of

means to take advantage from companies in the industry. This means our chance to face such charges from either competitors or patent trolls are increasing along the development of the business.

Despite a unit specialized on the application and management of our patents and trademarks have been set, there is no guarantee that our intellectual property will not free from trespass from others.

3. Risks associated with information technology: In response to the ever-changing 0-day attacks, in addition to the original defense mechanisms (e.g., firewall, anti-virus software, etc.) and in response to the ever-changing 0-day attacks, BizLink continues to ensure that security measures are fully functional and up-to-date. The Company is actively bolstering the supervision and management of our security mechanisms, including vulnerability scanning, strengthening passwords, and strictly controlling vendor network connection. Externally, the Company has enlisted information security experts to conduct risk assessments, and has established an external information security protection network with data analysis and vulnerability detection. By combining our internal and external mechanisms, most new cybercrimes are prevented through our multiple layers of supervision, management, and detection. In addition, the Company provides many information security education courses and regular prevention training to improve user protection and to ensure smooth operation. It is impossible to stop all cybercrime, but our principle and goal is to reduce overall risk, and to maintain a high level of information security.

The supervision and management of our various processes is also important. BizLink complies with well-known and highly regarded IT standards, such as ITIL (Information Technology Infrastructure Library) and ISO 27001, works to standardize all internal processes and documents, and strives to provide relevant contingency plans to protect Company data and to ensure continual operations.

4. Circumstances that may not have sufficient protection: We believe there are risks and hazards that cannot be fully warranted under the current management, including machinery malfunction, damage and abnormality, belated delivery of facility orders, capacity limitation, labor strike, fire accidents, natural disasters from earthquakes, typhoons, climate changes and occupational accidents. These could bring significant adversity to our Group. The Group has purchased insurance to cover our fixed assets and inventories based on the circumstances of the location of the operating sites. However, we are aware of these protections might not be sufficient under extreme incidents and the Group's operation might be affected un-favorably.

VII. Other Material Matters

(I) Assessment Basis for Making Provision on Appraisals of Assets and Liabilities

Item	Assets and liabilities under appraisal	Assessment basis	Assessment foundation
1	Bad debt provision	Impairment loss assessment	When there's objective evidence showing signs of impairment, assessment will be made from future cash flows received. The impairment should be equal to the difference between the carrying amount of the financial assets and the present value of the cash flows discounted at the original effective rate.
2	Allowance for inventory valuation and obsolescence	Lower of cost or net realizable value	Using lower of cost or net realizable value to determine value for inventories under its respective category. Net realizable value is computed from: estimated selling price –additional cost needed to finish the product – cost of selling. Weighted averages method is used to account cost of inventory.
3	Financial assets and liabilities	Fair Value	<p>Financial assets at fair value through profit or loss</p> <ol style="list-style-type: none"> 1. Derivative instruments used for trading: The fair value of the asset is determined through the deduction of observable direct value (the market price) and indirect value (deduced from the market price). 2. Non-derivative instrument used for trading: The fair value is determined through quote price from the active market for the same asset category (un-adjusted). <p>Financial liabilities at fair value through profit or loss</p> <ol style="list-style-type: none"> 1. Derivative instruments used for trading: The fair value of the liability is determined through the deduction of observable direct value (the market price) and indirect value (deduced from the market price). 2. Convertible bond embedded with option: The fair value of the liability is determined through the deduction of observable direct value (the market price) and indirect value (deduced from the market price).

(II) Certificates received via the guidance of supervising authorities

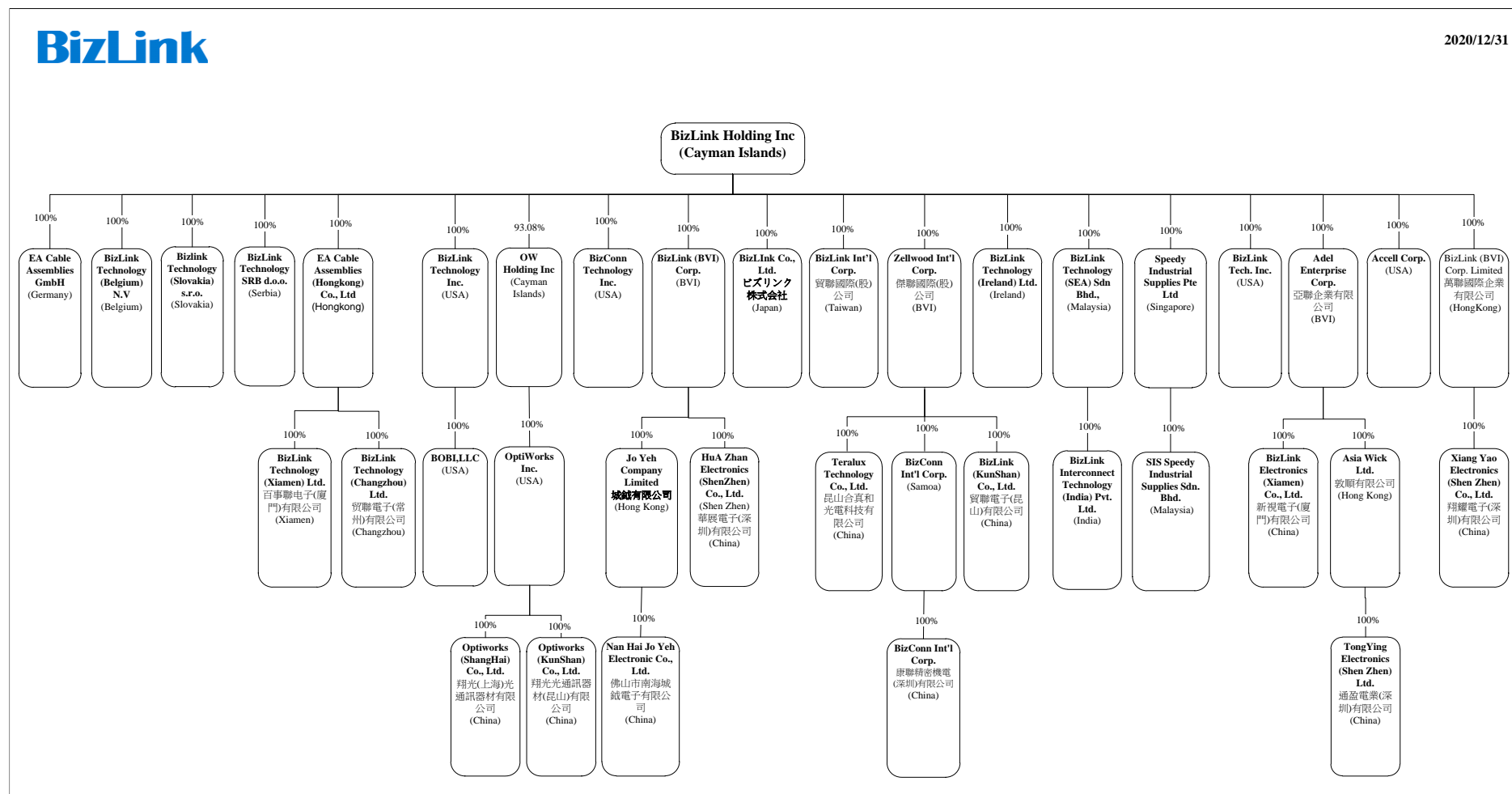
The personnel related to financial transparency of the Company received related certificates via the guidance of supervising authorities are as the following:

1. Certified Internal Auditor (CIA): 2 employees in internal audit dept.
2. Certified Public Accountant (CPA): 1 employee in finance dept.
3. Basic Ability Exams for Enterprise Internal Control: 2 employees in internal audit dept.

Eight Special Notes and Others

I. Affiliates' Information

(I) Holding Structure



(II) Relationship with the Company

December 31, 2020

Name	Holding %	Shares	Amount (in thousands)	Relationship with the Company	Shares of the Company
BIZLINK TECHNOLOGY INC.	100%	10,000	USD 3,920	Subsidiary	None
OPTIWORKS, INC.	93.08%	2,000	USD20,200	Subsidiary	None
BIZLINK (BVI) CORP.	100%	50,000	USD 50	Subsidiary	None
BIZLINK INTERNATIONAL CORP.	100%	70,000	NTD 70,000	Subsidiary	None
ZELLWOOD INTERNATIONAL CORPORATION	100%	2,500,000	USD 2,500	Subsidiary	None
BIZLINK TECHNOLOGY (S.E.A.) SDN. BHD.	100%	1,200,000	MYR 1,200	Subsidiary	None
ADEL ENTERPRISES CORPORATION	100%	1,650,000	USD 1,650	Subsidiary	None
BIZLINK TECH, INC.	100%	355,000	USD15,550	Subsidiary	None
ACCELL CORPORATION	100%	10,000	-	Subsidiary	None
BIZLINK TECHNOLOGY (IRELAND) LTD.	100%	300,000	USD 300	Subsidiary	None
ビズリンク株式会社	100%	200	JPY 10,000	Subsidiary	None
BIZWIDE LIMITED	100%	10,000	HKD10	Subsidiary	None
BIZCONN TECHNOLOGY INC.	100%	-	-	Subsidiary	None
EA CABLE ASSEMBLIES (HONGKONG) CO., LIMITED	100%	174,332,000	USD8,000& EUR24,676	Subsidiary	None
EA CABLE ASSEMBLIES GMBH	100%	1	EUR659	Subsidiary	None
BIZLINK TECHNOLOGY (BELGIUM) N.V.	100%	915	EUR12,326	Subsidiary	None
BIZLINK TECHNOLOGY (SLOVAKIA) S.R.O.	100%	Note	EUR15,966	Subsidiary	None
OW HOLDING INC.	100%	2,105,120	USD22,251	Subsidiary	None
BOBI, LLC	100%	Note	USD2,000	Sub-subsidiary	None
JO YEH COMPANY LIMITED	100%	10,000	USD3,915	Sub-subsidiary	None
BIZCONN INTERNATIONAL CORPORATION	100%	1,666,667	USD 1,667	Sub-subsidiary	None
ASIA WICK LTD.	100%	1,000	-	Sub-subsidiary	None
BIZLINK INTERCONNECT TECHNOLOGY (INDIA) PRIVATE (LIMITED)	100%	100,000	INR 1,000	Sub-subsidiary	None
BIZLINK TECHNOLOGY SRB D.O.O.	100%	Note	EUR7,126	Sub-subsidiary	None
SPEEDY INDUSTRIAL SUPPLIES PTE LTD	100%	2,000,000	SGD72,610	Sub-subsidiary	None
SIS SPEEDY INDUSTRIAL SUPPLIES SDN. BHD.	100%	100,000	MYR100	Third-tier subsidiary	None
BIZCONN (SHENZHEN) INTERNATIONAL CORP.	100%	Note	CNY 17,600	Third-tier subsidiary	None
TONGYING ELECTRONICS (SHENZHEN) LTD.	100%	Note	HKD 29,936	Third-tier subsidiary	None
BIZLINK INTERNATIONAL ELECTRONICS (SHENZHEN) CO., LTD.	Note 2	Note	Note	Sub-subsidiary	None

OPTIWORKS (SHANGHAI) CO., LTD.	100%	Note	USD 6,000	Sub-subsidiary	None
OPTIWORKS (KUNSHAN) CO., LTD.	100%	Note	USD 3,000	Sub-subsidiary	None
XIANG YAO ELECTRONICS (SHENZHEN) CO., LTD.	100%	Note	USD 1,000	Sub-subsidiary	None
HUA ZHAN ELECTRONICS (SHENZHEN) CO., LTD.	100%	Note	HKD 2,500	Sub-subsidiary	None
BIZLINK (KUNSHAN) CO., LTD.	100%	Note	USD 10,000	Sub-subsidiary	None
BIZLINK ELECTRONICS (XIAMEN) CO., LTD.	100%	Note	USD 560	Sub-subsidiary	None
FOSHAN CITY NANHAI JO YEH ELECTRONIC CO., LTD.	100%	Note	USD2,000	Third-tier subsidiary	None
BIZLINK TECHNOLOGY (CHANGZHOU) LTD.	100%	Note	USD8,950&RMB27,940	Sub-subsidiary	None
BIZLINK TECHNOLOGY (XIAMEN) LTD.	100%	Note	USD 3,296	Sub-subsidiary	None
TERALUX TECHNOLOGY CO., LTD.	100%	Note	USD 1,510	Sub-subsidiary	None

Note 1: No shares or par value was issued for a limited company

II. Private placement securities in 2020 and as of the date of this annual report: None.

III. Shares of the Company acquired, disposed of, and held by subsidiaries in 2020 and as of the date of this annual report: None.

IV. Other Necessary Supplements: None.

V. Occurrence, in 2020 and as of the date of this annual report, of matters that significantly affected the shareholders' equity or the stock price of the Company as described under Article #36-3-2 of the Securities and Exchange Act: None.

VI. Exercising shareholders' rights

Please refer to the Company's Articles of Association

Appendix- 2019 and 2020 Financial Statements

BIZLINK HOLDING INC. AND SUBSIDIARIES CONSOLIDATED FINANCIAL STATEMENTS As of 2019 and 2020

The reader is advised that these financial statements have been prepared originally in Chinese. In the event of a conflict between these financial statements and the original Chinese version or difference in interpretation between the two versions, the Chinese language financial statements shall prevail.

Report of Independent Accountants

To BIZLINK HOLDING INC.

Opinion

We have audited the accompanying consolidated financial statements of BizLink Holding Inc. (“BizLink”) and its subsidiaries (collectively referred to as the “Group”), which comprise the consolidated balance sheets as of December 31, 2020 and 2019, and the consolidated statements of comprehensive income, changes in equity and cash flows for the years then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies (collectively referred to as the “consolidated financial statements”).

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as of December 31, 2020 and 2019, and its consolidated financial performance and its consolidated cash flows for the years then ended in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers, and International Financial Reporting Standards (IFRS), International Accounting Standards (IAS), IFRIC Interpretations (IFRIC), and SIC Interpretations (SIC) endorsed and issued into effect by the Financial Supervisory Commission of the Republic of China.

Basis for Opinion

We conducted our audits in accordance with the Regulations Governing Auditing and Attestation of Financial Statements by Certified Public Accountants and auditing standards generally accepted in the Republic of China. Our responsibilities under those standards are further described in the Auditors’ Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with The Norm of Professional Ethics for Certified Public Accountant of the Republic of China, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements for the year ended December 31, 2020. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

The key audit matters identified in the Group's consolidated financial statements for the year ended December 31, 2020 are stated as follows:

Occurrence and Existence of Revenue from Major Customers

The Group's consolidated operating revenue is relatively concentrated on major customers, and revenue recognition has higher inherent risk. Among all the customers in 2020, operating revenue from customers with positive growth rate whose sales are significant accounted for 18% of the consolidated operating revenue. Furthermore, the Group's largest customer is accounted for 22% of the consolidated operating revenue and is significant for BizLink. Therefore, we identified revenue recognition related to the actual occurrence of the sales transaction from the largest customer and customers whose sales are significant and with positive growth rate as a key audit matter.

In response, we performed the following audit procedures:

1. We obtained an understanding of the sales transaction internal controls over the customers mentioned above. We evaluated the design of key controls and determined that key controls had been implemented. We tested the operating effectiveness of key controls.
2. We obtained the Group's performed background checks on the customers mentioned above and verified that the transaction amounts and customer credit limits granted were reasonably compatible with the respective customers' sizes.
3. We performed substantive testing on the transactions with the customers mentioned above by inspecting third-party shipping documents, the customers' receipts of delivery and hub warehouse pull reports in order to verify the occurrence of the transactions.

Impairment of Property, Plant and Equipment, Right-of-Use Assets, Intangible Assets and

Goodwill from Acquisition of the Speedy Group and Home Appliances Division

In 2020 and 2017, BizLink acquired the Speedy Group and Leoni AG Electrical Appliance Assemblies business group (hereafter, "BizLink Home Appliances Division"). As of the acquisition date, BizLink has obtained property, plant and equipment, right-of-use assets, intangible assets and goodwill in a total amount of NT\$2,477,562 thousand. As of December 31, 2020, the carrying amounts of property, plant and equipment, right-of-use assets, intangible assets and goodwill of the Speedy Group and BizLink Home Appliances Divisions were NT\$1,058,950 thousand, NT\$265,332 thousand, NT\$886,950 thousand and NT\$730,307 thousand, respectively.

The assumptions adopted in the preparation of the future cash flows of the Speedy Group and BizLink Home Appliances Division might be subject to and contain a high degree of uncertainty. This may significantly influence the evaluation results of the recoverable amounts of the aforementioned assets and goodwill, which could further affect their estimated year-end impairment amounts. Therefore, we identified the impairment assessment of the property, plant and equipment, right-of-use assets, and intangible assets and goodwill from the Group's acquisition of the Speedy Group and

BizLink Home Appliances Division as a key audit matter.

Regarding the accounting policies for the impairment of property, plant and equipment, right-of-use assets, intangible assets and goodwill, refer to Notes 4 (k) and 4 (m) to the consolidated financial statements. As for the related accounting estimations and uncertainty of assumptions, refer to Note 5 to the consolidated financial statements.

In response, we performed the following audit procedures:

1. We obtained evaluation reports issued by the Group to assess the process and basis of management's forecasted sales growth rate and profit margins for future operating cash flows and the current operating conditions, historical trends, industry-specific situation, etc., and we verified that they were updated in due course.
2. We appointed a valuation specialist from our firm to assist us, and the valuation specialist evaluated that the weighted average cost of capital used by management, including the risk-free interest rates, volatility and risk premiums, was comparable with those of the Speedy Group and BizLink Home Appliances Division's present and industry-specific situation, and we re-performed and verified the calculation.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers, and International Financial Reporting Standards (IFRS), International Accounting Standards (IAS), IFRIC Interpretations (IFRIC), and SIC Interpretations (SIC) endorsed and issued into effect by the Financial Supervisory Commission of the Republic of China, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance, including the audit committee, are responsible for overseeing the Group's financial reporting process.

Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the auditing standards generally accepted in the Republic of China will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could

reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with the auditing standards generally accepted in the Republic of China, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

1. Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
2. Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
3. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
4. Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Group to cease to continue as a going concern.
5. Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
6. Obtain sufficient and appropriate audit evidence regarding the financial information of entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision, and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our

independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements for the year ended December 31, 2020 and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The engagement partners on the audits resulting in this independent auditors' report are Chung Chen Chen and Chiang Hsun Chen.

Deloitte & Touche
Taipei, Taiwan
Republic of China

March 31, 2021

Notice to Readers

The accompanying consolidated financial statements are intended only to present the Company's consolidated financial position, financial performance, and cash flows in accordance with the accounting principles and practices generally accepted in the Republic of China and not those from other jurisdictions. The standards, procedures, and practices to audit such consolidated financial statements are those generally applied in the Republic of China.

For the convenience of readers, the independent auditors' report and the accompanying consolidated financial statements have been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the translated English version and the original Chinese version or any difference in the interpretation between the two versions, the Chinese independent auditors' report and consolidated financial statements version shall prevail.

BIZLINK HOLDING INC. AND SUBSIDIARIES

CONSOLIDATED BALANCE SHEETS DECEMBER 31, 2020 AND 2019 (In Thousands of New Taiwan Dollars)

ASSETS	2020		2019	
	Amount	%	Amount	%
CURRENT ASSETS				
Cash and cash equivalents (Notes 4 and 6)	\$ 5,360,003	24	\$ 9,020,132	38
Financial assets at fair value through profit or loss (FVTPL) - current (Notes 4 and 7)	43,277	-	14,382	-
Financial assets for hedging - current (Notes 4, 24 and 34)	10,641	-	4,055	-
Notes receivable from unrelated parties (Notes 4, 9 and 25)	6,968	-	34,151	-
Trade receivables from unrelated parties (Notes 4, 9 and 25)	5,235,100	23	4,836,085	20
Other receivables (Notes 4 and 9)	92,295	-	114,355	1
Current tax assets (Notes 4 and 27)	40,762	-	67,646	-
Inventories (Notes 4 and 10)	4,649,474	21	4,077,127	17
Prepayments (Note 18)	314,832	1	220,202	1
Other financial assets - current (Notes 18 and 36)	111,546	1	10,976	-
Other current assets (Note 18)	2,206	-	2,686	-
Total current assets	15,867,104	70	18,401,797	77
NON-CURRENT ASSETS				
Financial assets at fair value through profit or loss (FVTPL) - non-current (Notes 4 and 7)	17,088	-	-	-
Financial assets at fair value through other comprehensive income (FVTOCI) - non-current (Notes 4 and 8)	308,606	1	468,220	2
Investments accounted for using equity method (Notes 4 and 12)	90,527	1	97,316	-
Property, plant and equipment (Notes 4, 13 and 36)	3,224,081	14	2,505,708	10
Right-of-use assets (Notes 4, 14 and 35)	763,231	3	1,028,822	4
Investment properties (Notes 4, 15 and 36)	189,588	1	198,845	1
Goodwill (Notes 4, 5 and 16)	730,307	3	373,867	2
Other intangible assets (Notes 4 and 17)	1,016,656	5	337,376	1
Deferred tax assets (Notes 4 and 27)	270,291	1	176,291	1
Other financial assets - non-current (Notes 4, 18 and 36)	64,982	-	177,274	1
Other non-current assets (Notes 4, 18 and 35)	174,728	1	247,592	1
Total non-current assets	6,850,085	30	5,611,311	23
TOTAL	\$22,717,189	100	\$24,013,108	100
LIABILITIES AND EQUITY				
CURRENT LIABILITIES				
Short-term borrowings (Notes 19 and 36)	\$ 259,833	1	\$ 64,500	-
Financial liabilities at FVTPL - current (Notes 4 and 7)	51	-	8,394	-
Contract liabilities - current (Notes 4 and 25)	15,586	-	20,202	-
Notes payable (Note 21)	269,354	1	308,767	1
Trade payables to unrelated parties (Note 21)	3,501,322	16	3,371,163	14
Trade payables to related parties (Note 35)	5	-	-	-
Lease liabilities - current (Notes 4, 14 and 35)	265,656	1	253,578	1
Other payables to unrelated parties (Note 22)	1,372,585	6	1,243,287	5
Other payables to related parties (Note 35)	220	-	-	-
Current tax liabilities (Notes 4 and 27)	131,983	1	71,638	1
Current portion of long-term borrowings and bonds payable (Notes 19, 20 and 36)	55,719	-	2,391,131	10
Other current liabilities (Note 22)	3,348	-	2,646	-
Total current liabilities	5,875,662	26	7,735,306	32
NON-CURRENT LIABILITIES				
Lease liabilities - non-current (Notes 4, 14 and 35)	343,868	2	606,049	3
Bonds payable (Notes 4 and 20)	2,739,430	12	2,824,912	12
Long-term borrowings (Notes 19 and 36)	385,162	2	451,012	2
Deferred tax liabilities (Notes 4 and 27)	68,446	-	106,907	-
Net defined benefit liabilities - non-current (Notes 4 and 23)	10,718	-	10,336	-
Other non-current liabilities (Note 22)	16,378	-	22,160	-
Total non-current liabilities	3,564,002	16	4,021,376	17
Total liabilities	9,439,664	42	11,756,682	49
EQUITY ATTRIBUTABLE TO OWNERS OF BizLink (Note 24)				
Capital stock				
Common stock	1,305,694	6	1,305,174	5
Capital surplus	7,342,311	32	7,320,086	31
Retained earnings				
Legal reserve	811,469	4	627,070	2
Special reserve	967,925	4	646,210	3
Unappropriated earnings	3,641,209	16	3,276,915	14
Total retained earnings	5,420,603	24	4,550,195	19
Other equity	(831,267)	(4)	(967,925)	(4)
Total equity attributable to owners of the BizLink	13,237,341	58	12,207,530	51
NON-CONTROLLING INTERESTS (Notes 24 and 31)	40,184	-	48,896	-
Total equity	13,277,525	58	12,256,426	51
TOTAL	\$22,717,189	100	\$24,013,108	100

The accompanying notes are an integral part of the consolidated financial statements.

BIZLINK HOLDING INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019 (In Thousands of New Taiwan Dollars, Except Earnings Per Share)

	2020		2019	
	Amount	%	Amount	%
OPERATING REVENUE (Notes 4, 25 and 35)				
Sales	\$22,537,767	100	\$23,092,145	100
OPERATING COSTS (Notes 10, 26 and 35)				
Cost of goods sold	<u>16,827,443</u>	<u>75</u>	<u>17,466,558</u>	<u>76</u>
GROSS PROFIT	<u>5,710,324</u>	<u>25</u>	<u>5,625,587</u>	<u>24</u>
OPERATING EXPENSES (Notes 26 and 35)				
Selling and marketing expenses	961,164	4	1,010,221	4
General and administrative expenses	1,667,900	7	1,632,404	7
Research and development expenses	651,167	3	576,147	3
Expected credit loss reversed (Notes 4 and 9)	<u>(14,935)</u>	<u>-</u>	<u>(3,210)</u>	<u>-</u>
Total operating expenses	<u>3,265,296</u>	<u>14</u>	<u>3,215,562</u>	<u>14</u>
PROFIT FROM OPERATIONS	<u>2,445,028</u>	<u>11</u>	<u>2,410,025</u>	<u>10</u>
NON-OPERATING INCOME AND EXPENSES				
Interest income (Note 26)	55,411	-	48,224	-
Other income (Notes 4, 14 and 26)	244,112	1	86,020	-
Other gains and losses (Notes 4 and 26)	(341,898)	(1)	(93,382)	-
Finance costs (Notes 19, 20, 26 and 35)	(125,449)	(1)	(103,037)	-
Share of loss of associates (Notes 4 and 12)	<u>(21,962)</u>	<u>-</u>	<u>(12,822)</u>	<u>-</u>
Total non-operating income and expenses	<u>(189,786)</u>	<u>(1)</u>	<u>(74,997)</u>	<u>-</u>
PROFIT BEFORE INCOME TAX FROM OPERATIONS	2,255,242	10	2,335,028	10
INCOME TAX EXPENSE (Notes 4 and 27)	<u>434,946</u>	<u>2</u>	<u>497,388</u>	<u>2</u>
NET PROFIT FOR THE YEAR	<u>1,820,296</u>	<u>8</u>	<u>1,837,640</u>	<u>8</u>
OTHER COMPREHENSIVE INCOME				
Items that will not be reclassified subsequently to profit or loss:				
Remeasurement of defined benefit plans (Notes 4 and 23)	(110)	-	(2,571)	-

Unrealized gain on investments in equity instruments at FVTOCI (Notes 4 and 24)	134,136	1	78,598	-
Gain on hedging instruments subject to basis adjustments (Notes 4 and 24)	36,949	-	7,705	-
			(Continued)	

BIZLINK HOLDING INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019 (In Thousands of New Taiwan Dollars, Except Earnings Per Share)

	2020		2019	
	Amount	%	Amount	%
Exchange differences on translation to the presentation currency (Notes 4 and 24)	\$ (628,753)	(3)	\$ (541,840)	(2)
Income tax relating to items that will not be reclassified subsequently to profit or loss (Notes 4, 24 and 27)	<u>(714)</u>	<u>-</u>	<u>(1,631)</u>	<u>-</u>
	<u>(458,492)</u>	<u>(2)</u>	<u>(459,739)</u>	<u>(2)</u>
Items that may be reclassified subsequently to profit or loss:				
Exchange differences on translation foreign operations (Notes 4 and 24)	<u>850,581</u>	<u>4</u>	<u>134,117</u>	<u>1</u>
Other comprehensive income (loss) for the year, net of income tax	<u>392,089</u>	<u>2</u>	<u>(325,622)</u>	<u>(1)</u>
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	<u>\$ 2,212,385</u>	<u>10</u>	<u>\$ 1,512,018</u>	<u>7</u>
NET PROFIT ATTRIBUTABLE TO:				
Owners of BizLink	\$ 1,828,336	8	\$ 1,843,989	8
Non-controlling interests	<u>(8,040)</u>	<u>-</u>	<u>(6,349)</u>	<u>-</u>
	<u>\$ 1,820,296</u>	<u>8</u>	<u>\$ 1,837,640</u>	<u>8</u>
TOTAL COMPREHENSIVE INCOME ATTRIBUTABLE TO:				
Owners of BizLink	\$ 2,221,097	10	\$ 1,519,997	7
Non-controlling interest	<u>(8,712)</u>	<u>-</u>	<u>(7,979)</u>	<u>-</u>
	<u>\$ 2,212,385</u>	<u>10</u>	<u>\$ 1,512,018</u>	<u>7</u>
EARNINGS PER SHARE (Note 28)				
Basic	<u>\$ 14.01</u>		<u>\$ 15.54</u>	
Diluted	<u>\$ 13.28</u>		<u>\$ 14.72</u>	

The accompanying notes are an integral part of the consolidated financial statements.(Concluded)

BIZLINK HOLDING INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY
FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019
(In Thousands of New Taiwan Dollars)

	Equity Attributable to Owners of the BizLink											
						Other Equity						
	Capital Stock Ordinary Shares	Capital Surplus	Retained Earnings			Exchange Differences on Translation of the Financial Statements of Foreign Operations	Gain or Loss on the Effective Cash Flow Hedging Instruments	Unrealized Gain (Loss) on Financial Assets at FVTOCI	Others	Total	Non-controlling Interests	Total Equity
			Legal Reserve	Special Reserve	Unappropriated Earnings							
BALANCE AT JANUARY 1, 2019	\$ 1,185,174	\$ 4,893,638	\$ 487,839	\$ 604,558	\$ 2,506,543	\$ (682,785)	\$ (2,572)	\$ 39,148	\$ (25,588)	\$ 9,005,955	\$ 54,796	\$ 9,060,751
Appropriation of the 2018 earnings (Note 24)												
Legal reserve	-	-	139,231	-	(139,231)	-	-	-	-	-	-	-
Special reserve	-	-	-	41,652	(41,652)	-	-	-	-	-	-	-
Cash dividends distributed by BizLink	-	-	-	-	(888,881)	-	-	-	-	(888,881)	-	(888,881)
Change in percentage of ownership interests in subsidiaries (Notes 24 and 31)	-	(502)	-	-	(1,577)	-	-	-	-	(2,079)	2,079	-
Equity component of convertible bonds (Notes 20, 24 and 32)	-	140,307	-	-	-	-	-	-	-	140,307	-	140,307
Repurchase of convertible bonds (Notes 20 and 24)	-	(17,056)	-	-	-	-	-	-	-	(17,056)	-	(17,056)
Issuance of ordinary shares for cash in participation of Global Depositary Receipt (GDR) (Note 24)	120,000	2,303,699	-	-	-	-	-	-	-	2,423,699	-	2,423,699
Share-based payment arrangements (Notes 24, 26 and 29)	-	-	-	-	-	-	-	-	25,588	25,588	-	25,588
Net profit (loss) for the year ended December 31, 2019	-	-	-	-	1,843,989	-	-	-	-	1,843,989	(6,349)	1,837,640
Other comprehensive (loss) income for the year ended December 31, 2019 (Note 24)	-	-	-	-	(2,276)	(406,093)	5,779	78,598	-	(323,992)	(1,630)	(325,622)
Total comprehensive income (loss) for the year ended December 31, 2019	-	-	-	-	1,841,713	(406,093)	5,779	78,598	-	1,519,997	(7,979)	1,512,018
BALANCE AT DECEMBER 31, 2019	1,305,174	7,320,086	627,070	646,210	3,276,915	(1,088,878)	3,207	117,746	-	12,207,530	48,896	12,256,426
Appropriation of the 2019 earnings (Note 24)												
Legal reserve	-	-	184,399	-	(184,399)	-	-	-	-	-	-	-
Special reserve	-	-	-	321,715	(321,715)	-	-	-	-	-	-	-
Cash dividends distributed by BizLink	-	-	-	-	(1,174,657)	-	-	-	-	(1,174,657)	-	(1,174,657)
Changes in capital surplus from investment in associates and joint ventures accounted for using the equity method (Note 12)	-	-	-	-	(8,958)	-	-	-	-	(8,958)	-	(8,958)
Convertible bonds converted to ordinary shares (Notes 20 and 24)	520	11,174	-	-	-	-	-	-	-	11,694	-	11,694
Share-based payment arrangements (Notes 24, 26 and 29)	-	11,051	-	-	-	-	-	-	-	11,051	-	11,051
Disposal of investment in equity instrument designed at fair value through other comprehensive income (Notes 8 and 24)	-	-	-	-	225,688	-	-	(225,688)	-	-	-	-
Basis adjustment to gain (loss) on hedging instruments (Note 24)	-	-	-	-	-	-	(30,416)	-	-	(30,416)	-	(30,416)
Net profit (loss) for the year ended December 31, 2020	-	-	-	-	1,828,336	-	-	-	-	1,828,336	(8,040)	1,820,296
Other comprehensive (loss) income for the year ended December 31, 2020, net of income tax (Note 24)	-	-	-	-	(1)	222,500	36,126	134,136	-	392,761	(672)	392,089
Total comprehensive income (loss) for the year ended December 31, 2020	-	-	-	-	1,828,335	222,500	36,126	134,136	-	2,221,097	(8,712)	2,212,385
BALANCE AT DECEMBER 31, 2020	\$ 1,305,694	\$ 7,342,311	\$ 811,469	\$ 967,925	\$ 3,641,209	\$ (866,378)	\$ 8,917	\$ 26,194	\$ -	\$13,237,341	\$ 40,184	\$13,277,525

The accompanying notes are an integral part of the consolidated financial statements.

BIZLINK HOLDING INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019 (In Thousands of New Taiwan Dollars)

	2020	2019
CASH FLOWS FROM OPERATING ACTIVITIES		
Income before income tax	\$2,255,242	\$2,335,028
Adjustments for:		
Depreciation expense	692,308	657,532
Amortization expense	149,291	116,578
Expected credit loss reversed on trade receivables	(14,935)	(3,210)
Net gain on fair value change of financial assets and liabilities designated as at FVTPL	(177,096)	(7,594)
Finance costs	125,449	103,037
Interest income	(55,411)	(48,224)
Dividend income	(12,749)	-
Compensation cost of employee share options	11,051	25,588
Share of loss of associates	21,962	12,822
Loss on disposal of property, plant and equipment	819	8,755
Loss on disposal of intangible assets	95	236
Impairment loss recognized on non-financial assets	129,179	178,512
Net loss on foreign currency exchange	63,535	10,527
Loss on redemption of convertible bonds	167,869	20,364
Gain on lease modification	(1,874)	-
Changes in operating assets and liabilities		
Decrease in financial assets mandatorily classified as at FVTPL	149,018	43,309
Decrease in notes receivable	26,432	34,497
(Increase) decrease in trade receivables	(499,504)	101,255
Decrease (increase) in other receivables	21,793	(12,270)
(Increase) decrease in inventories	(787,892)	210,468
Increase in prepayments	(98,449)	(48,891)
Decrease (increase) in other current assets	360	(814)
Decrease in financial liabilities held for trading	(29,103)	(55,625)
Decrease in contract liabilities	(6,056)	(1,821)
(Decrease) increase in notes payable	(24,866)	183,981
Increase (decrease) in trade payables	233,319	(379,421)
Increase in trade payables to related parties	5	-
Increase in other payables	61,943	186,506
Increase in other payables to related parties	220	-
(Decrease) increase in deferred revenue	(8,022)	884
Increase in net defined benefit liabilities	77	3,559
Increase in other current liabilities	868	420
(Decrease) increase in other operating liabilities	(2,717)	66
Cash generated from operations	2,392,161	3,676,054
Interest received	55,411	48,224
Interest paid	(49,318)	(56,043)
Income tax paid	(526,727)	(607,732)
Net cash generated from operating activities	<u>1,871,527</u>	<u>3,060,503</u>

(Continued)

BIZLINK HOLDING INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019 (In Thousands of New Taiwan Dollars)

	2020	2019
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of financial assets at FVTOCI	\$ (61,494)	\$ (17,500)
Proceeds from sale of financial assets at FVTOCI	339,780	-
Acquisitions of associates accounted for using equity method	(36,000)	(100,201)
Net cash outflow on acquisition of subsidiaries	(1,408,782)	(7,783)
Acquisition of right-of use assets	-	(174,446)
Payments for property, plant and equipment	(759,861)	(710,585)
Proceeds from disposal of property, plant and equipment	16,071	29,848
Payments for intangible assets	(35,458)	(45,036)
Increase in refundable deposits	(6,346)	(25,035)
Decrease in refundable deposits	3,429	2,246
Increase in other financial assets	(108,029)	(923)
Decrease in other financial assets	120,708	12,090
Increase in prepayments for equipment	(112,745)	(172,007)
Dividends received	12,749	-
Net cash used in investing activities	<u>(2,035,978)</u>	<u>(1,209,332)</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Proceeds from issuance of convertible bonds	-	3,031,000
Payments for transaction costs attributable to issue of debt instruments	-	(26,558)
Redemption of convertible bonds	(2,574,057)	(526,412)
Proceeds from issuance of common stock for cash	-	2,423,699
Proceeds from short-term borrowings	189,949	-
Proceeds of long-term borrowings	-	92,173
Repayments of long-term borrowings	(13,914)	-
Proceeds from guarantee deposits received	3,011	447
Repayment of the principal portion of lease liabilities	(256,467)	(227,674)
Dividends paid to owners of BizLink	<u>(1,174,657)</u>	<u>(888,881)</u>
Net cash (used in) generated from financing activities	<u>(3,826,135)</u>	<u>3,877,794</u>
EFFECTS OF EXCHANGE RATE CHANGES ON THE BALANCE OF CASH AND CASH EQUIVALENTS HELD IN FOREIGN CURRENCIES	<u>330,457</u>	<u>(269,105)</u>
NET (DECREASE) INCREASE IN CASH AND CASH EQUIVALENTS	(3,660,129)	5,459,860
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE YEAR	<u>9,020,132</u>	<u>3,560,272</u>
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	<u>\$5,360,003</u>	<u>\$9,020,132</u>

The accompanying notes are an integral part of the consolidated financial statements.

BizLink