

Environmental

Overview

BizLink specializes in cable assembly and wiring harness design and production. Our production lines are mainly based on dry assembly processes, and are of low energy consumption. There is low risk for high exhaust emission, high energy use, high use of water resources, high waste disposal, and other environmental related impacts during production.

Goals

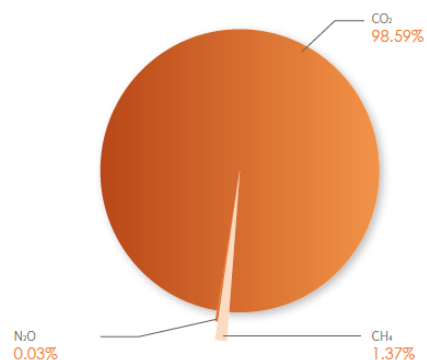
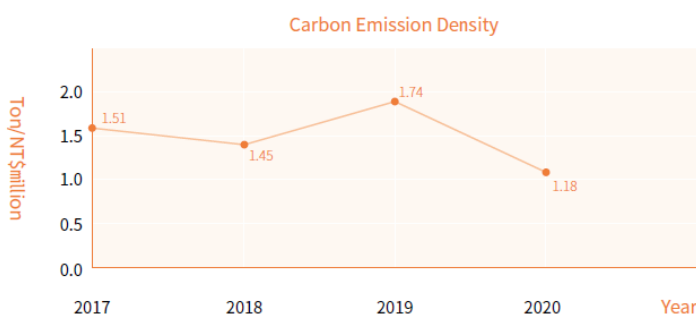
- GHG emissions target is to reduce GHG emissions density by 2% every year.
- Decrease overall energy consumption intensity by 10% by 2025 in comparison with the base year 2017.

Key Results

- Reduced GHG emissions, energy consumption, and water consumption for 4 straight years starting from 2017.
 - ✓ GHG intensity was 1.18 tons CO₂e/NT\$1 million, down by 32.18% YoY.
 - ✓ Energy consumption intensity was 1.67 kWh/NT\$1000, down by 4.57% YoY.
 - ✓ Water consumption intensity was 16.94m³/NT\$1 million, down by 18.75% YoY.
- International Certifications: 70% of production sites are ISO 14001 Certified.
- Expanded the scope of environmental data collection and analysis from 9 production sites in China to all 17 production sites worldwide.

GHG Emissions

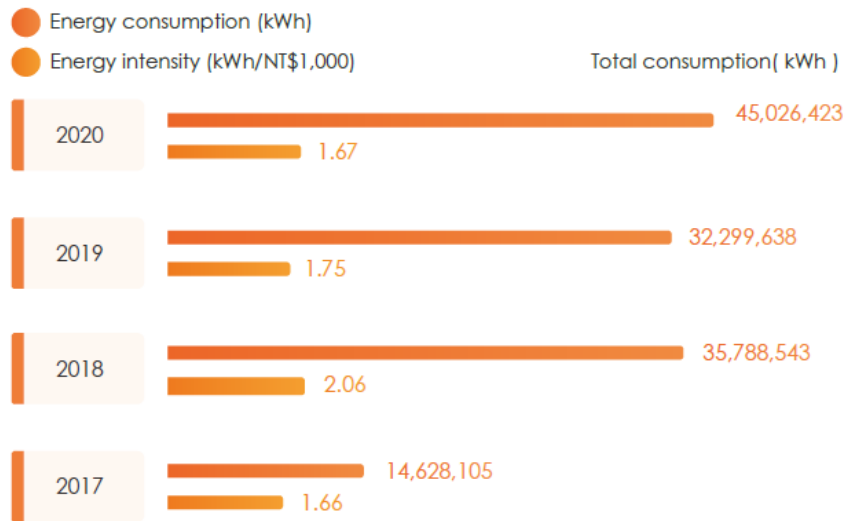
- GHG emissions were mainly generated from purchased electricity in Scope 2 emissions, accounting for 94.51% of our total GHG emissions.
- Our total GHG emissions in 2020 was 31,836.32 metric tons of CO₂e. 2020 was 1.18 tons CO₂e/NT\$1 million, down by 32.18% YoY. Hence, the primary task in carbon reduction is to save electricity.



Energy Consumption

- BizLink will continue to implement energy management and electricity-saving measures.
- BizLink recorded a total energy consumption of 45,026,423 kWh and an energy density of 1.67 kWh per NT\$1,000, down by 4.57% year-over-year.

Energy consumption and intensity in previous years



Energy Saving Measures

- 6 key energy-saving measures: air-conditioning system, air compressor system, production, management, green lighting, and miscellaneous.
- A total of 2,124,196 kWh of power was saved in 2020, equivalent to a reduction of approximately 1,391 metric tons of carbon emissions.

Implementation of various energy-saving measures

Production site	Energy-saving measure	Energy-saving estimate (kWh per year)	Equivalent carbon emissions (metric ton)
BizLink (Kunshan) Co., Ltd.	Initiate the use of solar power generation system	1132810	877.93
OptiWorks (Kunshan) Co., Ltd.	Replace light tubes on production lines with LED tubes	5,000	3.88
BizLink Electronics (Xiamen) Co., Ltd.	Replace the central air-conditioning system in the office with independent air-conditioners, saving 420 kWh of electricity per day	49,560	38.41
Xiang Yao Electronics (Shenzhen) Co., Ltd.	Replace air compressors with variable-speed drive (VSD) ones	15,060	11.67
Tong Ying Electronics (Shenzhen) Co., Ltd.	Replace fluorescent tubes on production lines with energy-saving LED tubes	12,000	9.3
BizConn International Corp.	Replace traditional light tubes on production lines with 18W LED tubes	4,312	3.34
Nanhai Jo Yeh Electronic Co., Ltd. in Foshan	Replace traditional light tubes on production lines with 56W LED tubes	4,704	3.65
BizLink Technology (Changzhou) Ltd.	Turn off the cooling tower (30kW) and environmental protection equipment (22kW) during the one-hour period between shifts	31,200	24.18
BizLink Technology (S.E.A.) Sdn. Bhd. in Penang, Malaysia	Install solar inverters on factory rooftop	486,070	267.82
Slovakia	Replace existing air-conditioners with new types of air-conditioner that are connected to the switchboard	74,408	21.21
BizLink Technology, Inc. in California, U.S.A.	Initiate the use of solar panels in June 2020	309,072	129.19
Total		2,124,196	1,391

BizLink ESG Summary

2017-2020

Reduction of Equivalent Carbon Emissions by Energy Saved in Most Recent 3 Years

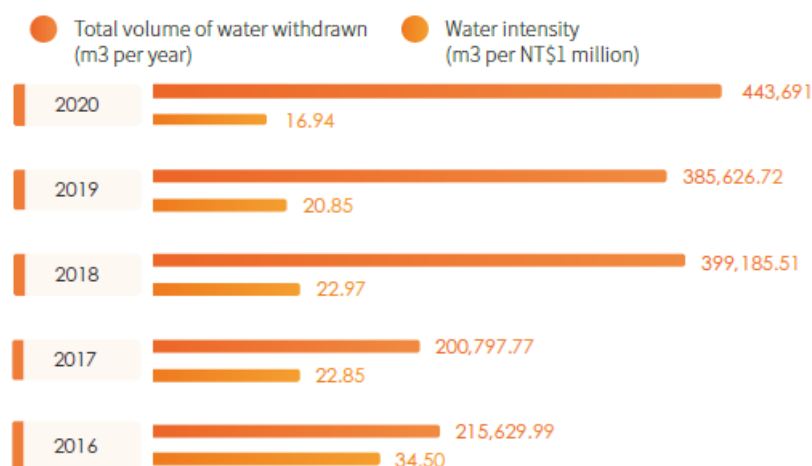
Year	Total kWh of Power Saved	Tons of Carbon Emissions Reduction
2020	2,124,196	1,391
2019	246,986	204
2018	21,750,308*	17,506
2017	955,345	812

Note:

1. Power emission coefficient in China: East China: 0.8046kg CO₂e/kWh, South China: 0.8367kg CO₂e/kWh.
2. GWP value quoted from IPCC AR4 2007.

Water Consumption

- With the scope of related statistics in 2020 covering all our 17 production sites, BizLink consumed 443,691 m³ of water and recorded a water use intensity of 16.94 m³/NT\$1 million, declined 18.75% YoY.
- BizLink’s overall water use intensity continues to decline, thereby highlighting the effectiveness of our water conservation measures at all our production sites.
- No significant impact to non-local sources and to community water usage, most of our sites consume local sources of water while in operation.
- Production is mainly engaged in dry assembly processes, and we do not have any high-water consumption production processes.
- Main water consuming processes include circulating water for AC systems, air compressors, and employees’ water usage.



Employees

Overview

BizLink has strong supplier standards, which complies with local laws and regulations as well as supports related international standards, including the UN Global Impact, UN Universal Declaration of Human Rights, and the Responsible Business Alliance Code of Conduct (RBA). BizLink has not been involved in any related controversies, including those for human rights, labor relations, and health and safety issues.

Please view our [Code of Conduct](#) for details on our principles for non-discrimination, minimum living wages, labor rights, health and safety, and for anti-slavery.

All new employees undergo education and training, which includes countering corruption, countering bribery, explanations of their rights and interests, explanation of labor standards, and explanation of environmental safety and health management principles from 2019.

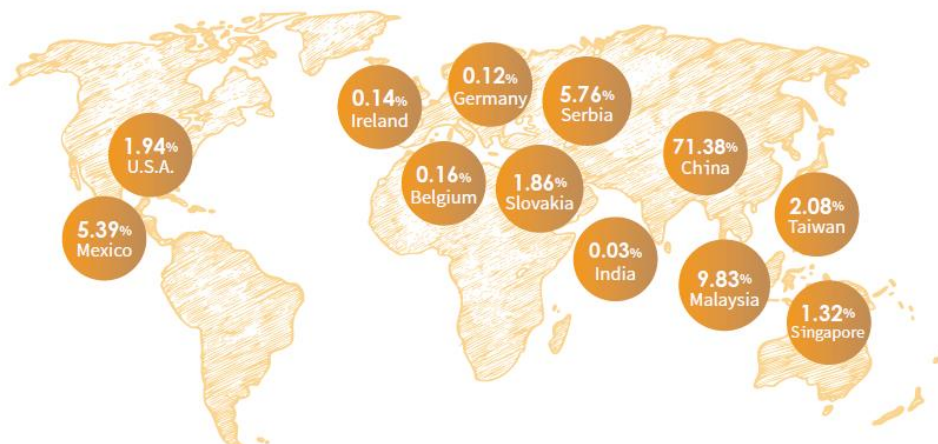
Key Results

- In 2020, BizLink donated a total of NT\$6,552,485 to charities, a 5.74% increase from 2019.
- Global Sustainability Center (GSC) was established to develop, promote, and realize the Company's vision on safety, health, and environmental protection.

Employee Structure and Distribution

- BizLink employed a total of 10,924 employees (46.34% males and 53.66% females) all over the world as of the end of 2020.
- 227 employees are located in Taiwan while the remaining 10,697 people are located throughout China and other overseas locations (including the U.S.A., Germany, Belgium, Slovakia, Serbia, Malaysia, Singapore, and India).

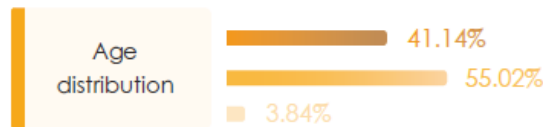
Global Employee Allocation



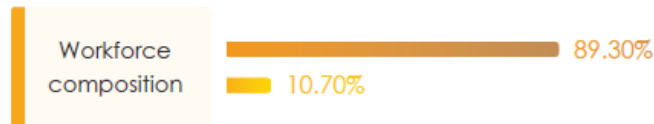
BizLink ESG Summary

2017-2020

● Under 30 years old ● 30 to 50 years old ● Over 50 years old

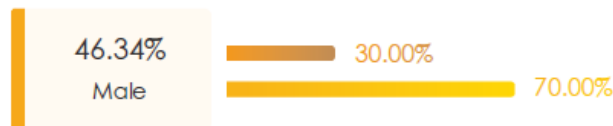


● Full-time employees ● Part-time employees



Note: Part-time employees refer to short-term manpower services provided by manpower agencies.

● Direct ● Indirect



● Direct ● Indirect



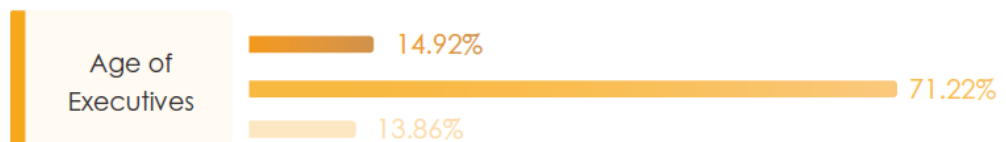
Managerial positions by gender (section chief and levels above)

● Male managers ● Female managers



Managerial positions by age (section chief and levels above)

● Under 30 years old ● 30 to 50 years old ● Over 50 years old



BizLink ESG Summary

2017-2020

Employee Development and Training

- In 2020, employees at BizLink Group attended 11,622,432 hours of training in total, averaging 10.64 hours per person.
- The themes of these training courses include competency, professional, and general management training, such as middle management skill enhancement, quality assurance, R&D or engineering, manufacturing management, human resource administration, sales, financial management, and resource management.

Employee Retention

- Our production sites in China recorded a higher turnover of full-time employees, who primarily comprise full-time employees aged below 30 years old.
- BizLink’s employee turnover statistics in 2020 only include data in the Greater China region as employee management systems in Europe and the USA were upgraded last year. Employee turnover statistics across BizLink Group will be disclosed in the CSR report in 2021.

Employee Turnover Rates

Distribution by age

Region	Direct employees							
	≤30	%	31-40	%	41-50	%	> 50	%
Taiwan	0	0%	0	0%	0	0%	0	0%
China	7132	24.11%	3194	13.53%	831	7.11%	8	1.44%

Distribution by age

Region	Indirect employees							
	≤30	%	31-40	%	41-50	%	> 50	%
Taiwan	3	1.02%	12	1.20%	11	1.14%	1	0.30%
China	203	3.00%	144	1.49%	29	0.91%	10	1.36%

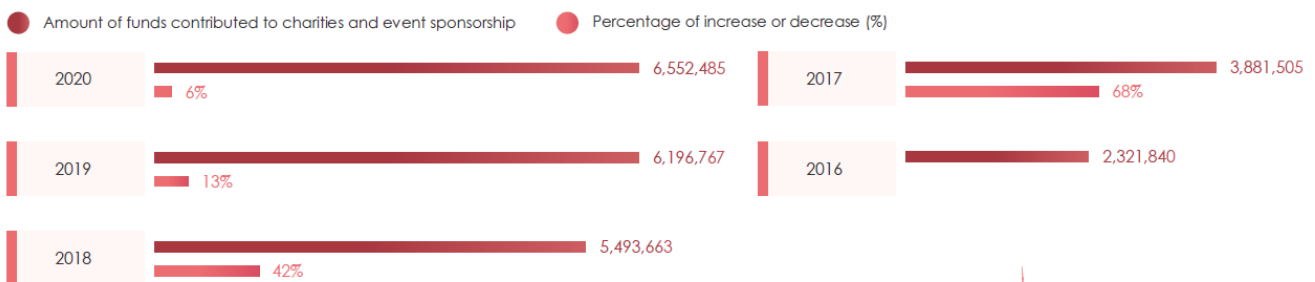
Occupational Safety and Health

- BizLink Group has currently completed the process of migrating to ISO 45001 at 8 production sites. The production sites that have yet to acquire the certification also implement occupational safety and health management based on the ISO 45001 standards.
- BizLink recorded 1,247 lost workdays due to work-related accidents, representing a lost workday rate of 11.17.
- BizLink established the Group Occupational Safety and Health Committee (GOSHC) in 2020, which comprises 69 members, including BizLink Group CEO, top-level managers, occupational safety and health personnel, and employee representatives at our production sites. The Committee is responsible for promoting the implementation of environmental, health, and safety (EHS) work and reviewing the causes of work-related accidents and related improvements.

Social

Participation in Social Welfare

- In 2020, BizLink’s locations worldwide donated a total of NT\$6,552,485 to charities, a 5.74% increase from 2019.
- BizLink has long been sponsoring social welfare and showing our care for various groups in various areas, such as children’s welfare, international medical care, hospital construction, as well as disease prevention and treatment.
- BizLink has sponsored a R&D project in collaboration with the Advanced Rocket Research Center, National Chiao Tung University.



Note:

1. The statistics above cover various locations, including Taiwan, the U.S.A., China, and Slovakia.
2. The exchange rate of the New Taiwan dollar to the U.S. dollar used in the statistics above is 1:30.13.



Supply Chain

Overview

BizLink vertically integrates connector and wire manufacturing in the wire and cable assembly industry that we have a firm foothold in. Components are largely procured from external upstream suppliers, with the exception of wires and connectors as they are manufactured by our subsidiaries. Our customers are generally downstream electronic manufacturing services (EMS) companies and well-known, global brand name companies that make or sell end products.

Goals

- Create a sustainable development-oriented supply chain.
- Ensure that products and supply chains do not contain conflict minerals.
- Lead our suppliers to fulfill social responsibility.
- Encourage suppliers to develop innovative business models that mitigate environmental impact.
- Manage supplier quality, cost, delivery, service team, and sustainability.

Key Highlights

- In Asia, we have approximately 522 qualified first-tier suppliers from a diverse range of sources.
- BizLink's production sites are primarily located in Asia, local suppliers in China and Taiwan account for 80% and 5% of all our suppliers.
- Procuring products from local suppliers fosters local economic development and ensures more efficient after-sales service. Therefore, procurement from our top 10 suppliers accounted for 35.85% of our total global procurement amount, whereas local procurement constituted 87.42%.

Governance

Overview

BizLink's Board of Directors consists of 7 members, 3 of them are independent directors, whose independence complies with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." The Board of Directors is composed of the Chairman, 4 general directors and 3 independent directors who come from diverse professional backgrounds or fields. Hence, they are able to fulfill their responsibilities effectively, including creating a good board governance system; supervising, appointing, and guiding the management of BizLink; and strengthening the functions of management.

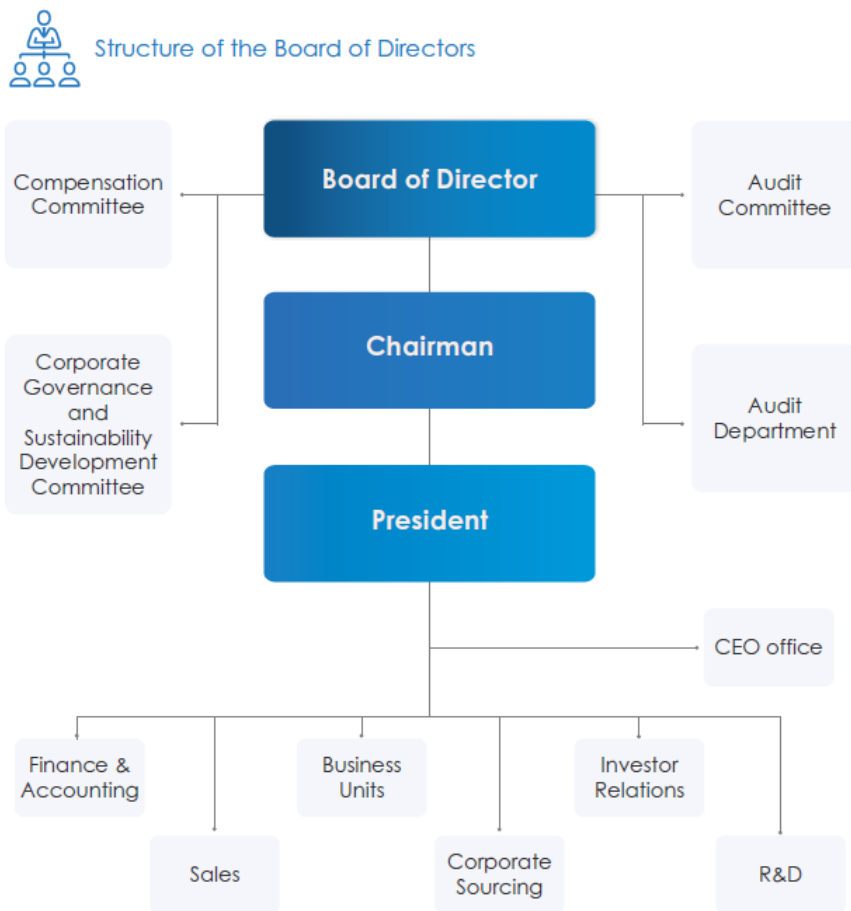
Key Results

- Ranked among the top 20% in the 7th Corporate Governance Evaluation conducted by TWSE in 2020.
- Selected as a constituent of the TWSE Corporate Governance 100 Index for the 5th year in a row.

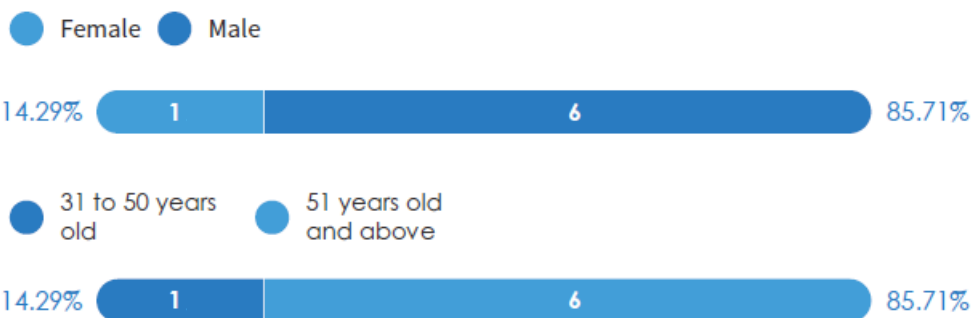
Board of Directors

- The Board of Directors is also in charge of BizLink’s overall operating conditions in the economic, social, and environmental aspects, and is committed to maximizing stakeholders’ interests.

Structure of the Board of Directors



Diversity in the Board of Directors



Audit Committee

- In 2020, a total of 7 meetings were held by the Audit Committee.

Audit Committee		
Title	Name	Actual Attendance Ratio
Independent Director	Ming-Chun Chen	100%
Independent Director	Jr-Wen Huang	100%
Independent Director	Chin-Teh Hsu	86%

Remuneration Committee

- In 2020, a total of 3 meetings were held by the Remuneration Committee.

Remuneration Committee		
Title	Name	Actual Attendance Ratio
Convener	Ming-Chun Chen	100%
Auditors	Chia-Jiun Cherng	100%
Auditors	Jr-Wen Huang	100%

Corporate Governance and Sustainability Development Committee

- In 2020, a total of 3 meetings were held by the Corporate Governance and Sustainability Development Committee to track the implementation of corporate sustainability.

If you have any questions or suggestions concerning our ESG goals, results or efforts, please do not hesitate to contact us.

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