

02



Corporate Development

2.1 Company Profile

2.2 Corporate Governance

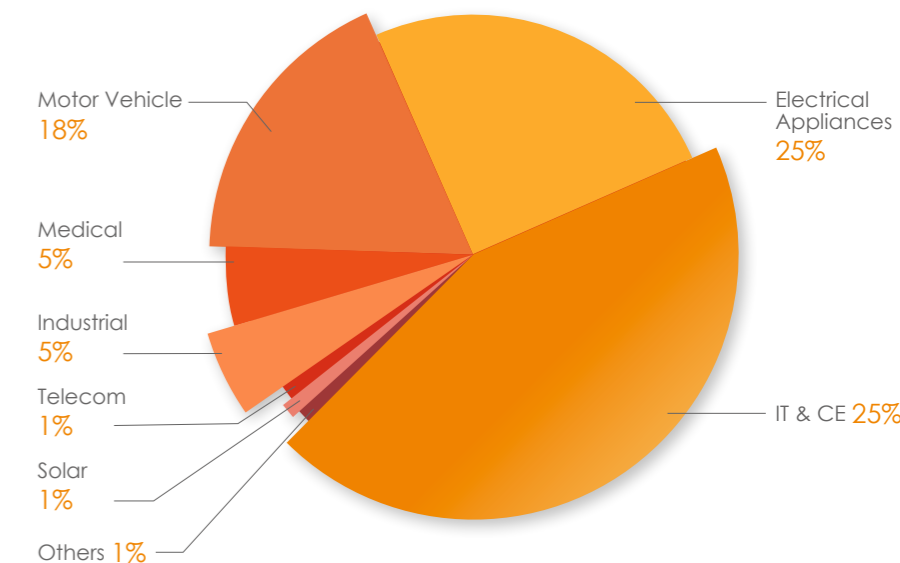
2.1 Company Profile

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

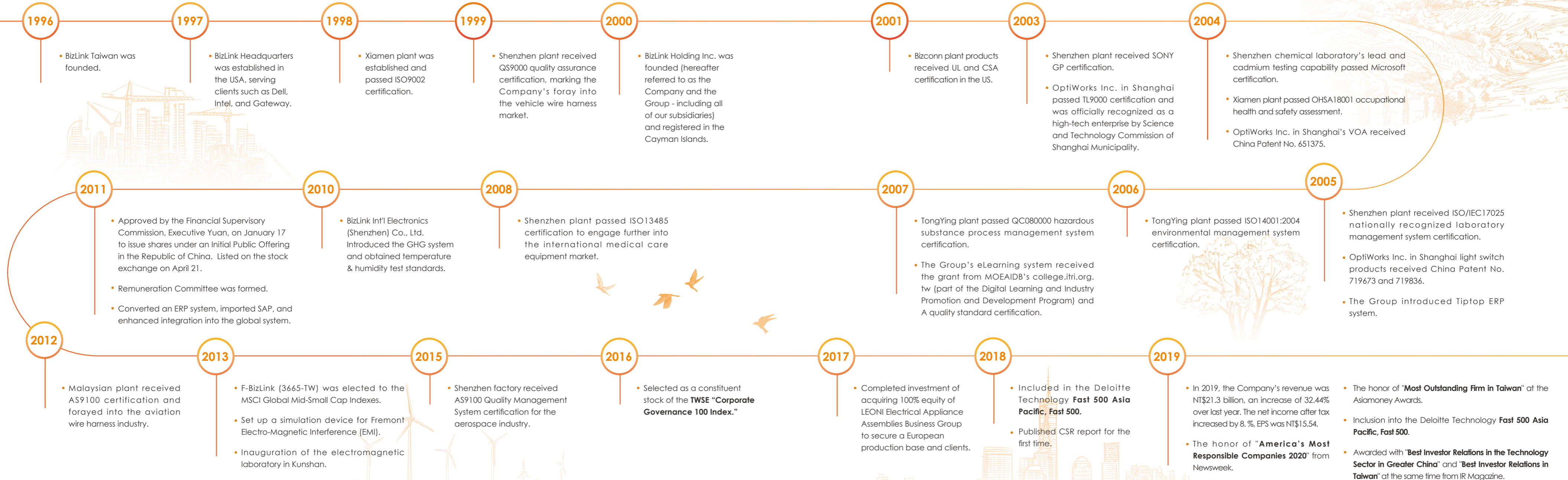
BizLink's primary business is providing connection-related applications and solutions, including harnesses and cables for IT, computer peripherals, data center, consumer electronics, appliance, cars, medical equipment, optical communication equipment, solar equipment, industrial equipment, connection modules, connectors, wires and cables for semiconductor equipment, connection module and cabling design, development, production, and sales. Please refer to the production table from the last 2 years in chapter 5 of the 2019 annual report for the main product sales volume.

BizLink Holding Inc.	
Headquarters	USA
Global consolidated revenue in 2019	NT\$23.1 billion
Earnings per share for 2019	NT\$15.54
Total number of employees in 2019	Around 9,800 people
Stock code	3665

2019 Product Portfolio



2.1.1 Milestones



2.1.2 BizLink's Main Global Offices

17 Production bases
Spanning the USA, China, Malaysia, Mexico, Slovakia, and Serbia serve our global clients' needs

5 R&D centers
3 in China, 1 in USA and 1 in Taiwan

6 Laboratories
OEM certification (1), ISO/IEC17025 (1)



Production Location Conditions

Location	Certification Passed
Shenzhen, China 1	ISO 9001 : 2015 ISO 14001 : 2015 ISO13485 : 2016 TS 16949 : 2016 ISO 45001 : 2015 QC 080000
Shenzhen, China 2	ISO 9001 : 2015 ISO 14001 : 2015 TS 16949 : 2016 ISO 13485 : 2016 OHSAS 18001
Shenzhen, China 3	ISO 9001 : 2015 ISO 14001 : 2015 TS 16949 : 2016 ISO 13485 : 2016
Kunshan, China 1	ISO 9001 : 2015 ISO 14001 : 2015 ISO 13485 : 2016 TS 16949 : 2016 OHSAS 18001 : 2007 QC 080000 UL & CSA
Kunshan, China 2	ISO 14001 : 2015 TL 9000 : 2015 OHSAS 18001 : 2007
Changzhou, China	ISO 9001 : 2015 ISO 14001 : 2015 ISO / TS 16949
Xiamen, China 1	ISO 9001 : 2015 ISO 14001 : 2015 OHSAS 18001 : 2007 UL & CSA

Location	Certification Passed
Xiamen, China 2	ISO 9001 : 2015 ISO 14001 : 2015
Foshan, China	ISO 14001 : 2015 TS 14949 : 2016 UL & CSA
Penang, Malaysia	ISO 9001 : 2015 ISO 14001 : 2015 ISO 13485 : 2003 AS 9100 UL
California, USA	ISO 9001 : 2015
Texas, USA	ISO 9001 : 2015 UL & CSA
Juárez, Mexico	ISO 9001 TS 16949 UL & CSA
Slovakia	ISO 9001 : 2015 ISO 14001 : 2015
Serbia	ISO 9001 : 2015

2.1.3 Operating Performance and Outlook

Simplified income statement

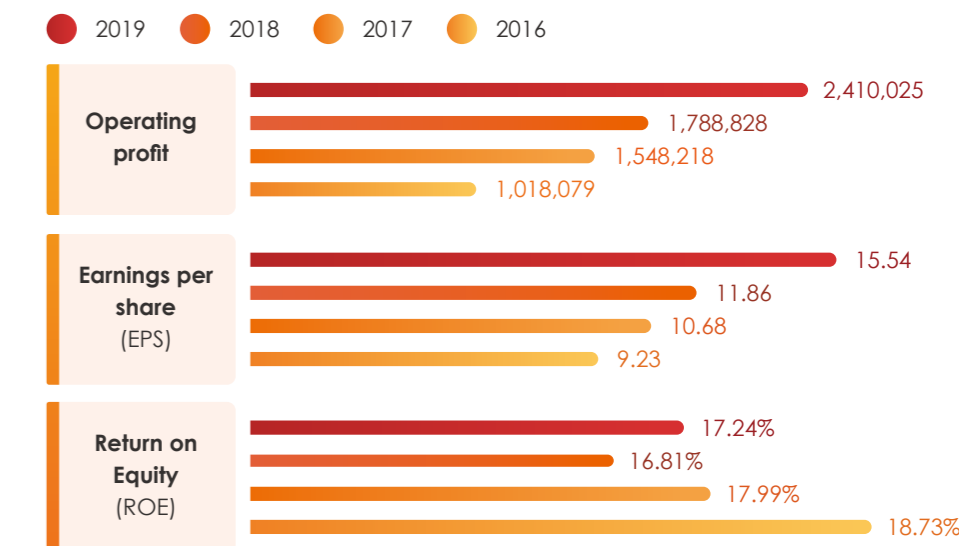
Unit: NT\$1,000
(Except for earnings (loss) per share, which is in NT\$1)

Item	2017	2018	2019
Operating revenue	15,599,207	21,392,398	23,092,145
Operating cost	11,793,802	16,802,531	17,466,558
Gross margin	3,805,405	4,589,867	5,625,587
Operating profit	1,548,218	1,788,828	2,410,025
Profit before income tax	1,505,044	1,857,714	2,335,028
Net income after tax attributed to the owners of the parent Company	1,162,465	1,399,589	1,843,989
Employee remuneration and welfare	2,580,695	3,423,811	4,323,777
Gross amount of dividends	809,210	888,881	1,174,657
Payments to government - income tax	316,734	470,306	607,732
Earnings per share	10.68	11.86	15.54

Note

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

R&D projects will focus on select high-end applications in the product markets we serve. BizLink will continue developing high-speed cables for Cloud Storage to ride the 5G upgrade wave. EVsupply equipment (EVSE), power supply accessories, and energy storage wire harnesses for high currents will remain as development focuses for the electrification of vehicles. BizLink has also tapped into advanced applications such as unmanned vehicle harnesses and long-distance wiring for virtual/augmented reality. More effort will be spent on developing Category II cables for medical equipment. BizLink will focus on customized solutions for semiconductor makers and new energy equipment as well as on harnesses for engineering vehicles for industrial equipment



2.1.4 Public Organization Membership

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

Taiwan Electronic Connection Association
Director, General member

Strategic Alliance for Automobile Industry in TECA
General member



2.2 Corporate Governance

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

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

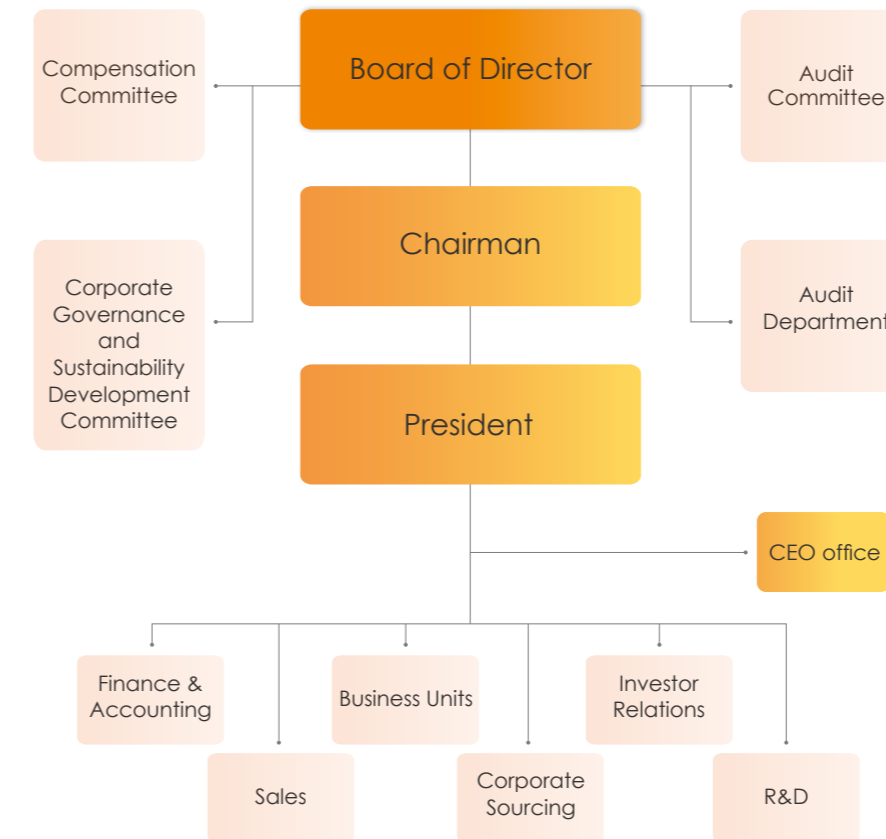
We believe that a good Board of Director governance system is the cornerstone of outstanding corporate governance, in order to reinforce an effective and sound governance system, BizLink has appointed independent directors within the Board of Directors since we went public in 2011, consisting of the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



2.2.1 Board of Directors

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

Structure of the Board of Directors

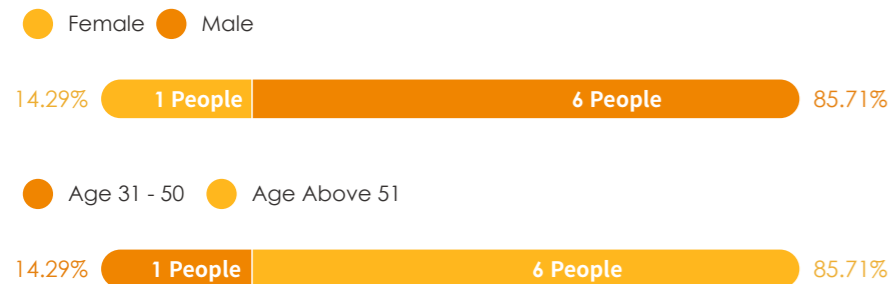


The Company's Board of Directors consists of 7 members, all are seasoned and reputable talents in the industry. In particular, there are 3 independent directors, whose independence complies with the relevant regulations of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." The Directors consist of a Chairman, 4 general directors and 3 independent directors who come from diverse professional backgrounds or fields of work. They can effectively undertake the responsibilities of creating a good Board of Directors governance system to supervise, appoint and guide the Company's management level to reinforce its management function. Moreover, they are also in charge of the Company's economic aspect, social aspect and environmental aspect, committed to maximizing the rights of our stakeholders.

BizLink Board of Directors

	Chairman	Hwa-Tse Liang (Male)
	Director	Chien-Hua Teng (Male) Jui-Hsiung Yen (Male) Inru Kuo (Female) <small>Yifen Investment Co., Ltd. Legal Representative</small>
	Independent Director	Jr-Wen Huang (Male) Ming-Chun Chen (Male) Chin-Teh Hsu (Male) <small>By-elected in the annual general meeting on June 12th, 2019</small>

BoD Members Diversity



The background information, education, positions in other companies, as well as the operating condition of the Board of Directors and various functional committees are disclosed in the Company's annual report, which can be obtained from MOPS website and the Company's official website.

In light of increasing emphasis on issues such as corporate governance and corporate sustainability and the international trend, the Company encourages our Directors to engage in further studies in related fields and report their progress to the Company. The Directors' progress in training and records of further studies are disclosed on Market Observation Post System.



The Company's Official Website



Market Observation Post System

2.2.2 Audit Committee

The purpose of the Company's Audit Committee is to supervise and establish a risk control system, the scope includes: Fair presentation of the financial reports of the Company; the hiring (and dismissal), independence, and performance of certified public accountants of the Company; the effective implementation of the internal control system of the Company; compliance with relevant laws and regulations by the Company; management of the existing or potential risks of the Company. Additionally, the chief auditor, accounting supervisor, and certified accountants should present reports related to internal audits, financial conditions and updated information regarding relevant laws to the Audit Committee every quarter. The Audit Committee may, upon passing a resolution, appoint attorneys, accountants or other experts to conduct audits or provide consultation within their professional capacities. They can also contact the Company's internal auditors, certified accountants and management directly. The Audit Committee convenes at least once every quarter. In 2019, the Company convened 7 meetings. Please refer to the annual report and MOPS for attendance.



2.2.3 Remuneration Committee

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



to development conditions in the internal/external environments. Remuneration of managers is reviewed, assessed by the Remuneration Committee, which will make appropriate recommendations to the Board of Directors for approval and implementation.

The Company's Remuneration Committee convenes a least twice a year and consists of 3 committee members. The Remuneration Committee has elected Independent Director Ming-tsun Chen as the convener and chairperson. The committee should invite the Chairman to attend meetings, but he should recuse himself from participating in agenda items that involve personal interests. The Directors, managers from the Company's relevant departments, internal auditors, accountants as well as legal advisors or other personnel should also attend the meetings to provide necessary information. The Company has convened a total of 2 meetings in 2019. Please refer to the annual report and MOPS for attendance.

2.2.4 Corporate Governance and Sustainability Development Committee

BizLink's Board of Directors passed the resolution to establish the Corporate Governance and Sustainability Development Committee in 2018 to create a sound committee governance system, reinforce management's functions as well as implement corporate social

responsibility practices, with BizLink CEO Felix Teng as the convener, Independent Directors Ming-Chun Chen and Chih-Wen Huang as the committee members, and the Investor Relations and Public Relations Department as the executive organizer. In order to strengthen the functioning of this committee, and to demonstrate our sincere initiative in environmental, social, and corporate governance dimensions, this committee consists of 4 major functional sections: Corporate Governance Section, Economy Section, Social Section, and Environmental Section. These sections convene regularly to discuss the latest corporate sustainability-related issues and review the implementation of various action plans. The Committee has convened one meeting in 2019 with the agenda of reporting the current status of corporate sustainability development. Regular meetings will be convened annually to monitor the progress of the implementation of sustainable practices.



2.2.5 Principles for Avoiding and Managing Conflict of Interests

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

The Company has stipulated Ethical Corporate Management Best Practice Principles, Procedures for Ethical Management and Guidelines for Conduct, Procedures of Handling Significant Information and Insider Trading Policy as the basis for avoiding and managing conflicts of interests.

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

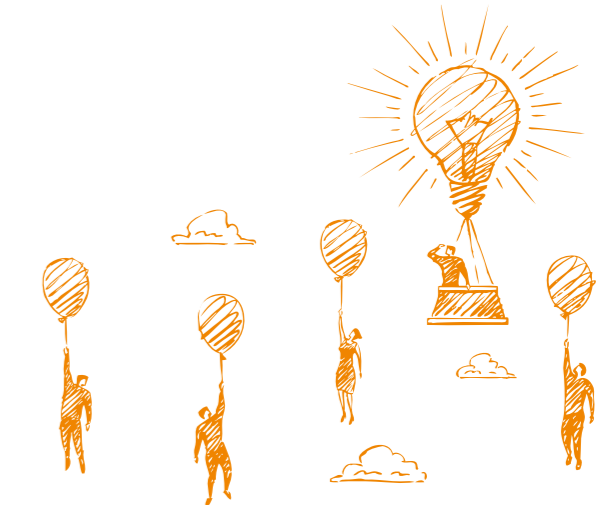
2.2.6 Company's Legal Compliance

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

The Company currently operates 15 production bases and 8 operating locations in Asia, Europe, and North America. Our management team will constantly observe any domestic or foreign policies and laws that may have potential impacts on the Company's finances and sales; related risk management protocols have been established, and our employees' legal abilities will be improved through continuous education and training. In 2019, the Company did not receive any major monetary fines or other non-monetary penalties.

2.2.7 Anti-Corruption and Principle of Integrity

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



in accordance with numerous international human rights conventions during 2019. The purpose is to elevate the overall culture, ethics, and expertise of all of our staff; it also symbolizes our employees' commitment to upholding trust and integrity in order to realize sustainable corporate development with all of our stakeholders.

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

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

Externally, it is imperative to assess their legality, integrity related policies

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

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

With the above mentioned promotion measures and management mechanisms in place, there was no corruption or unethical conducts in 2019.



2.2.8 Public Policy

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

2.2.9 Protection of Client Privacy

Protecting our clients' privacy - "Protecting the confidentiality of our clients and upholding the principle of integrity" is BizLink's commitment to our customers' privacy. We have stipulated the "Ethical Corporate Management Best Practice Principles" and "Code of Conduct" to establish and cultivate our employees' values and culture in integrity. Stipulate policies and rigorous internal control mechanisms for information and data provided by our clients. Besides software/hardware containing technical data, as well as sensitive information about our clients' intellectual properties, we have also signed confidentiality agreements with our clients and suppliers in order to protect the safety of our clients' confidential information. Meanwhile, "Protection of Customer Privacy" is also included in new employee orientation, where training and management are conducted to ensure that each employee can protect the confidentiality of our customers. With specific mechanisms in place, there were no violation of customer privacies in 2019, therefore no customer's rights were violated.



2.3 Risk Management

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

2.3.1 Risk Management Organizational Structure

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

2.3.2 Risk Management

BizLink convenes strategic development meetings to discuss the Company's long-term operating strategy in the future. In order to protect our shareholders' rights, BizLink has upheld the philosophy of steady,

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

2.3.3 Financial Risk Management

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

2.3.4 Risk Identification and Control Measures in 2019

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