

(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	
<p>I. Actualizing the promotion of corporate governance policies</p> <p>1. Condition where the Company sets forth corporate social responsibility policies or regulations and examines performance results from the implementation.</p> <p>2. The Company's promotion of corporate social responsibility by holding regular related trainings.</p> <p>3. The Company's establishment of a dedicated Board authorized task force, to promote corporate social responsibility and present relevant reports to the Board.</p>	✓		<p>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.</p> <p>2. The Company has designated instructors and arranged routine trainings on corporate social responsibility.</p> <p>3. 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. The committee will hold relevant discussions regularly and make no less than one report to the Board Meeting every year.</p> <p>Project planning and job description Our CEO Office is in charge of assuring the Company's commitments to the society, covering employee relations, staff care, corporate governance, environmental protection and public welfare. Moreover, special attention will be paid to social and environment responsibilities, including regulation compliance, job security, workplace health and safety, green product and environmental impact, as well as customer requirements and satisfaction.</p>	None
<p>4. The Company's establishment of a</p>			<p>4. The Company has established a sound</p>	

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sound salary and compensation policy connecting employee performance evaluations to corporate social responsibility and delineating a clear and effective review system.			salary and compensation policy connecting employee performance evaluations to corporate social responsibility. Employees will be rewarded when participating in community activities or benefiting others significantly.	
<p>II. Develop sustainable environments</p> <p>1. Condition where the Company is devoted to enhancing the effective use of all resources and making use of recycled materials that pose the least impact to the environment.</p> <p>2. Condition facilitating the Company establishment of an appropriate environment management system compliant with industry characteristics</p>	✓		<p>1. 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 2015).</p> <p>2. 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> <p>(1) 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.</p> <p>(2) Microsoft certification laboratory: Laboratory Accreditation for OEM (ISO/IEC 17025) and testing laboratory for lead and hazardous materials</p> <p>(3) Environment protection plant:</p>	None

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3. The Company's awareness of impacts from climate change to business activities, implementation of greenhouse gas inventory, stipulation of a strategy for energy conservation, as well as carbon and greenhouse gas reduction.			<p>Certifications for EU RoHS (Restriction of Hazardous Substances Directive) and OHSAS 18001 occupational health and Safety environmental plant</p> <p>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.</p> <p>Greenhouse gas emission for the past two years:</p> <p style="text-align: right;">Unit: CO2e tons</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Direct emission</td> <td>1,328.85</td> <td>1,441.38</td> </tr> <tr> <td>Indirect emission</td> <td>18,633.84</td> <td>30,719.18</td> </tr> <tr> <td>Total emission</td> <td>19,962.70</td> <td>32,160.56</td> </tr> </tbody> </table> <p>The current inventory checks were conducted in the Kunshan and Shenzhen. Changzhou, Xiamen sites were included from 2017. All China sites are planned to be included in inventory check eventually.</p> <p>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. Reduction target for greenhouse gas emission: 2% emission intensity decrease from that of the previous year.</p>	Year	2017	2018	Direct emission	1,328.85	1,441.38	Indirect emission	18,633.84	30,719.18	Total emission	19,962.70	32,160.56	
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<p>III. Maintenance of social welfare</p> <p>1. The Company's complies with relevant laws and regulations, and the International Bill of Human Rights to establish related management policies and procedures.</p> <p>2. The Company's establishment of due mechanism and channels handling employee complaints.</p> <p>3. The Company's offers a safe and healthy working environment for its employees and provides safety and health education regularly..</p> <p>4. The Company establishment of an internal communication platform to , notify employees of any significant operational changes.</p>	✓		<p>1. To conduct due diligence on human rights issues and stipulate related management policies and procedures the Company has conformed with the International Bill of Human Rights; including the U.N. "Universal Declaration of Human Rights" and "Labor Standard from ILO". The Company has also established the "Business and Human Rights: Protect, Respect and Remedy Framework" and "Guiding Principles" to support this initiative.</p> <p>2. To address this issue, the Company has created "Management Practices for Employee Complaints" located in the employee handbook. In principle, claimants shall appeal via chain of command system. For extraordinary matters, employees are allowed to appeal via channels that he or she finds appropriate.</p> <p>3. The Company aims to provide a secure, healthy and comfortable working environment for the employees. A healthy environment will be achieved by promoting the right mindset, sound bodies and sound minds. In addition to employee health, BizLink conducts safety tests and hygiene education sessions on a regular basis. Regulations and related files regarding worker safety and hygiene are made available for viewing on internal website.</p> <p>4. Diverse channels to communicate with employees and provide business strategy updates: (1) To facilitate bi-directional communication within managerial layers: all-manager meetings are held every six months. (2) Each subsidiary maintains a presidential mailbox: employees can send all suggestions directly to the mailbox. (3) Internal network communication system: the internal network keeps all information for future search and updates timely new release, product</p>	None

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<p>5. The availability of effective career development plans employees.</p> <p>6. The Company's creation of consumer rights policies and communication channels regarding its processes on R&D, procurement, production, operational processing and service.</p> <p>7. The Compliance of relevant laws, regulations and international guidelines when marketing or labeling its' products.</p> <p>8. The Company's verification of records pertaining to its' suppliers' negative impact on the environment and society.</p>			<p>information and management policies.</p> <p>5. 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.</p> <p>6. 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.</p> <p>7. The Company has established "Corporate Social Responsibility Best Practice Principles" in addition to following the related regulations and international standards regarding the marketing and labeling of its' services and products.</p> <p>8. 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:</p> <ol style="list-style-type: none"> (1) Availability of technology, quality criteria and testing methodology for raw materials (2) Availability of conducting quality system examinations on material vendors (3) Completed records when making orders to qualified vendors (4) Availability of tracking procurement 	

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<p>9. The Company's capability to terminate contracts with its suppliers any time the supplier has violated such policy or has caused significant negative impact on the environment and society.</p>			<p>procedures</p> <p>(5) Availability of environment protection labeling on packaging</p> <p>(6) Availability of signing eco-friendly agreement with raw material suppliers’.</p> <p>(7) Records of violating environmental protection and social responsibility.</p> <p>9. 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> <p>(1) 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, EICC qualification and ban on using metal from controversial mining areas.</p> <p>(2) 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.</p>	
<p>IV. Reinforce information disclosure The Company's disclosure regarding status of corporate social responsibility on its website and Market Observation Post System.</p>	✓		<p>The Company has voluntarily compiled the Corporate Sustainability Reports starting from 2018. Our 2019 Report is certified by a third party based on the latest GRI standards to present the Company’s efforts on sustainable development. The report will be open for public viewing under https://www.bizlinktech.com/zh-tw/about/corporate</p>	None

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V. 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.				
VI. 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: (1) 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 2018. A rocket developed by ARRC was successfully launched on 12/01/2018, and although the recycle system did not open as expected, this has started a new era for spaceship development in Taiwan. The Company will closely follow-up on the projects' progress, and provide professional assistance. (2) Sponsoring children's baseball summer camp to allow them experience new technology The Company made a NT\$ 50,000 donations to the Steam Professional Organization that hosted a summer camp to provide disadvantaged school children from remote areas with professional assistance and an opportunity to develop their talents in order to help bridge educational gaps. The Company sponsored 12 players from the baseball team of Bei-Nan Elementary School in Taitung County to participate in the SuperCamp, where they learned about fundamental skills associated with modern technologies such as the principle of robots, programming, and drones under the guidance of professional teachers and enthusiastic volunteers. The purpose of the camp is to foster interaction between children from rural and urban areas so that they can all learn new knowledge. (3) Continuing support for vulnerable children and related charity organizations Love knows no bounds, so BizLink 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, etc. Total donations given during 2018 was US\$ 114,000.				

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<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>VII. 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>				