

## 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, for high energy use, for high use of water resources, for high waste disposal, and low risk of 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.
- Expand the coverage of environmental data from 9 production sites to all 17 worldwide by 2023.

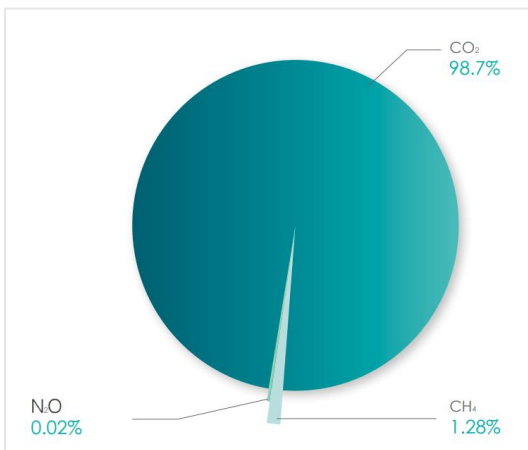
### Key Results

- Reduced GHG emissions, energy consumption, and water usage for 3 straight years starting from 2017. GHG intensity was 1.74 tons CO<sub>2</sub>e/NT\$1 million, down by 11.1%. Energy consumption intensity was 1.75 kWh/NT\$1000, down by 15.2%. Water usage intensity was 22.97m<sup>3</sup>/NT\$1 million, down by 9.2% YoY.
- International Certifications: 70% of production sites are ISO 14001 Certified.

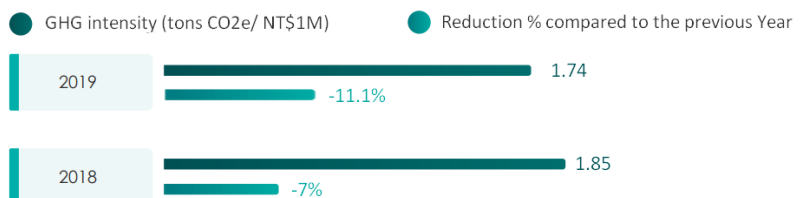
## GHG Emissions

Over 95% of indirect emissions comes from a conversion of electric power consumption. The total GHG emissions in 2019 was 30,431.66 carbon dioxide equivalent tons (CO<sub>2</sub>e).

2019 was 1.74 tons CO<sub>2</sub>e/NT\$1 million, down by 11.1% year-over-year.



### GHG Emissions in recent 2 years

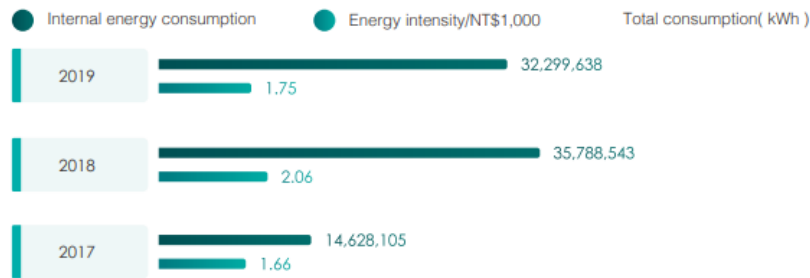


**Note:** The statistics above covers all 9 production sites in China.

## Energy Consumption

- The primary mission of carbon reduction is to conserve electricity.
- 2019 energy consumption amounted to 32,299,638 kWh while intensity was 1.75 kWh/NT\$1,000, down by 15.2% year-over-year.

### Energy consumption in the most recent 3 years.



**Note:**

1. Energy intensity = annual kWh/unit revenue.
2. Electricity consumption statistics are calculated based on the electricity bill from the power company.
3. The statistics covers all 9 production sites in China since 2018, and only 3 sites in China in 2017.
4. The average exchange rate between CNY and TWD was 1:4.53.

## Energy Saving Measures

- 6 key energy-saving measures, including for the AC system, pressurized air system, production management, lighting and others.
- A total of 246,986 kWh of power was saved in 2019, equivalent to a reduction of approximately 203.77 tons of carbon emissions.

### Implementation of various energy-saving measures

Location	Energy-saving measures	Energy-saving estimate (kWh/year)	Equivalent carbon emissions
Kunshan, China 1	· Repaired the terminal thermal insulation of the plant's new AC system; part of the AC duct was reinforced and fixed to optimize thermal insulation.	431	0.35
Kunshan, China 2	· Timers were installed for AC and lighting facilities to prevent energy waste: 190kWhx280 days=53,200kWh.	53,200	42.8
Xiamen, China 1	· An assessment of water cooler usage was conducted and an obsolete 6KW water cooler was replaced with a 3KW water cooler. Estimated annual energy savings (6000W-3000W)x12Hx365 days=13,140 kWh.	13,140	10.99
Xiamen, China 2	· Replaced 447 conventional fluorescent lights at the TXM plant with Philips energy-saving LED lights, estimated to save approximately 4,600.81kWh annually.	4,601	3.85
Shenzhen, China 1	· 4-in-1 manufacturing equipment was added. Total power consumption of the existing wire-cutting machine, wire-stripping machine, waterproof bolt terminal machine was reduced: 2.2kWhx1 machinex8h x300d=5,280kWh. · Replaced 440 energy-saving tube lights. Decreasing energy consumption from 40W to 16W, saving 19,272kWh of electricity annually.	24,552	20.54
Shenzhen, China 2	· Replaced 720 tube lights (40W) with 180 lights (100W) on the second floor of the production department, saving about 120kWh of electricity daily starting from May x 30= 3,600kWh x 8 months=28,800kWh. · Replaced 4 wire-drawing machines in March at the wire drawing workshop (from 15KW to 11KW), saving 384kWh x 22 days x 9 months=76,032 kWh.	104,832	87.71
Shenzhen, China 3	· Replaced 285 fluorescent lights (40W) at the BC plant with 18W LED lights, saving 6,270kWh annually.	6,270	5.25
Foshan, China	· Replaced energy-saving lights at the silicone workshop (105W-65W)x11H x30x300 days/1,000=3,960kWh.	3,960	3.31
Changzhou, China	· Switched between different air compressors based on the orders received to save power consumption.	36,000	28.97
<b>Total</b>		<b>246,986</b>	<b>203.77</b>

**Note:** Power emission coefficient in China: East China: 0.8046kg CO<sub>2</sub>e/kWh, South China: 0.8367kg CO<sub>2</sub>e/kWh.

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

Year	Total kWh of Power Saved	Tons of Equivalent to a reduction of carbon emissions
2019	246,986	203.77
2018	21,750,308*	17,506.18
2017	955,345	811.54

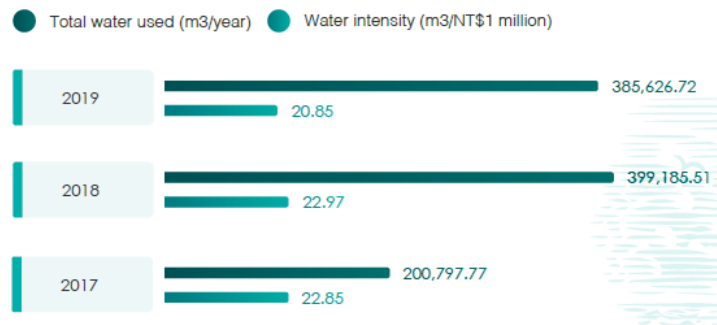
**Note:**

1. Power emission coefficient in China: East China: 0.8046kg CO<sub>2</sub>e/kWh, South China: 0.8367kg CO<sub>2</sub>e/kWh.

2. GWP value quoted from IPCC AR4 2007.

## Water Consumption

- No significant impact to non-local sources and to community water usage, most of our sites consume local sources of water while in operation.
- 2019 water consumption amounted to 385,626.72 m<sup>3</sup>, which is equivalent to a water intensity of 20.85 /TWD one million, a reduction of 9.2% compared to 2018.
- 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.
- The water consumption has steadily fallen in the most recent 3 years.



**Note:**

1. Water intensity = annual water consumption (m<sup>3</sup>)/annual revenue.

2. Total water consumption = surface water + groundwater + rainwater + waste water generated by other organizations + tap water.

3. The scope of the statistics includes 9 main production sites in China.

## Social

### 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

- Worldwide donations in 2019 totaled NT\$6,189,513, an increase of 12.7% from 2018. Established our Global Sustainability Center (GSC) to develop, promote, and to realize the Company’s vision on safety, health, and environmental protection.

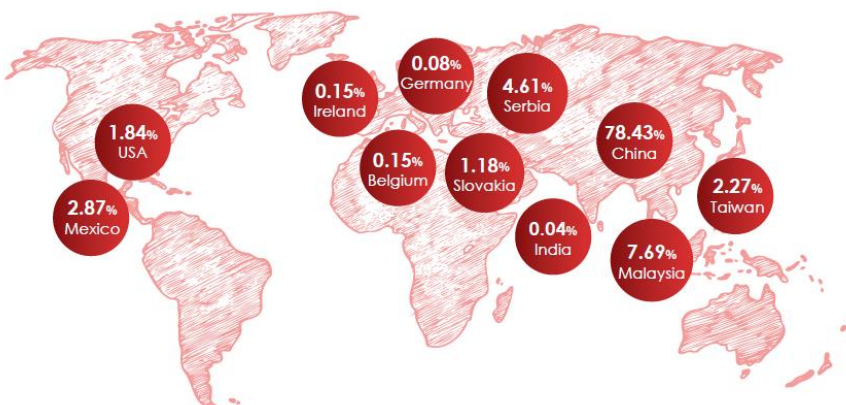
## Workforce and Diversity

### Employee Structure

- Global footprint

Our employees are located worldwide, including in the USA, China, Taiwan, Malaysia, Singapore, Germany, Belgium, Slovakia, Serbia, and in India.

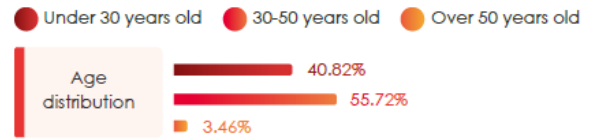
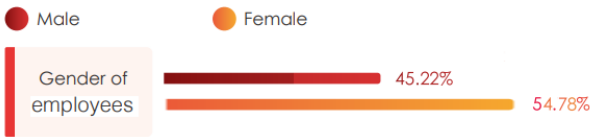
 Global employee allocation



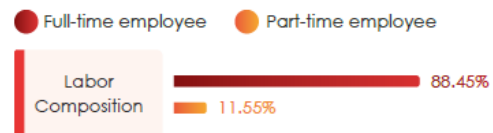
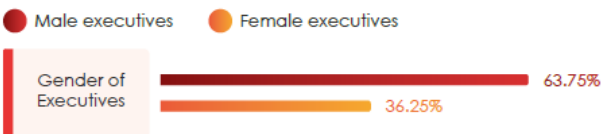
## ● Employee Structure

Gender equal structure in employee combination

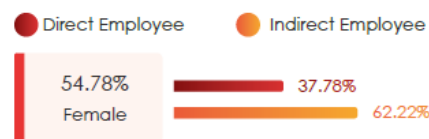
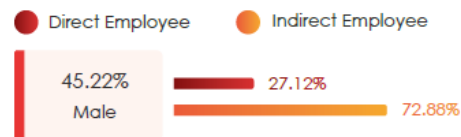
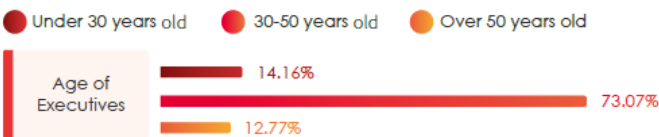
### Gender of Employees



### Gender of Executives (Management staff with Section Chief level or above)



### Age of Executives (Management staff with Section Chief level or above)



## Education and Training

- We encourage our employees to steadily increase their training hours in preparation for global challenges.

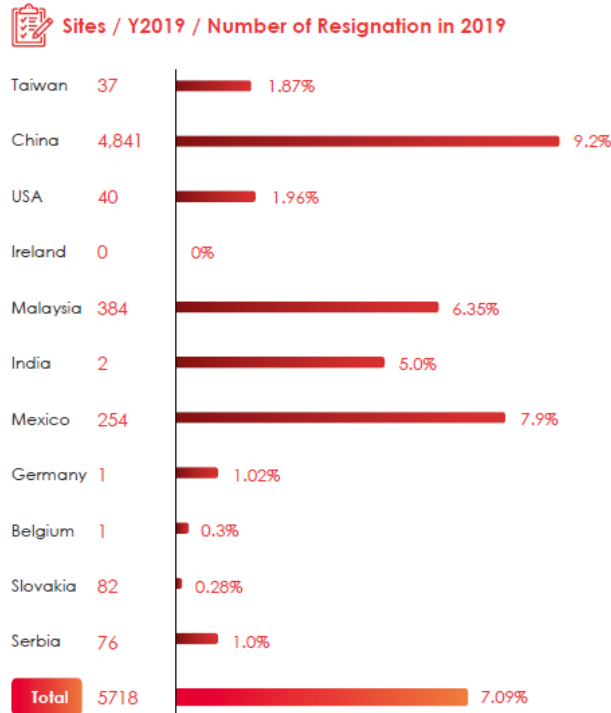
Year	Total Training Hours	Averaging Hour(s) Per Person
2019	119,432.1	12.04
2018	106,182	11.46

Note:

1. Average training hours = course hours per employee/number of employees.
2. Course themes include vocational skills and management training, such as for management skill improvement, quality assurance, R&D/engineering, manufacturing management, HR administration, sales, financial management, resource management etc.

## Employee Turnover

- The turnover rate was 7.89%, and is in line with the current industry rate.
- The below chart represents the average monthly employee turnover rate by country.
- Production sites in China, India, Malaysia, and Mexico have higher turnover while others have much lower rates.



**Note:**

1. Monthly average employee turnover = (monthly average resignations in 2019) / (total number of employees at the end of each month in 2019 divided by 12) \* 100%.

## Occupational Safety and Health

### Goals

- Decrease the number of lost workdays due to injury from occupational injuries and traffic accidents compared to the prior year.
- “Zero disasters” and “Zero accidents” is the ultimate goal for our employees’ occupational safety and health.

### Results

- The lost workday due to injury rate in 2019 was 0.59, which is in-line with industry peers.

Item	Gender	Kunshan, China 1	Kunshan, China 2	Xiamen, China 1	Shenzhen, China 1	Shenzhen, China 2	Shenzhen, China 3	Foshan, China	TCZ	TXM	Sub Total
 Lost workdays due to Lost workday cases	Female	324	0	0	19	0	52	1	241	0	637
	Male	109	0	0	22	15	0	0	370	0	516
	Total	433	0	0	41	15	52	1	611	0	1153
 Injury rate(IR)	Female	1.24	0	0	0.38	0	1.72	66.67	3.65	0	1.26
	Male	0.34	0	1.56	0.32	6.15	0	0	5.90	0	1.20
	Total	0.83	0	0.56	0.35	4.00	1.01	20.00	4.62	0	1.23
 Lost day Injury rate(LIR)	Female	0.62	0	0	0.19	0	0.86	33.33	1.73	0	0.61
	Male	0.17	0	0	0.16	3.08	0	0	2.82	0	0.57
	Total	0.42	0	0	0.18	2.00	0.50	10.00	2.20	0	0.59

**Note:**

1. Lost workdays due to injury: The number of workdays lost due to the injured employee’s inability to return to work.
2. Injury rate (IR): Frequency of work-related injuries every 200,000 labor hours. Equation: Frequency of work-related injuries x 200,000 labor hours/total employee work hours.
3. Lost time incident rate (LIR): Frequency of accidents every 200,000 labor hours. Equation: Frequency of accidents x 200,000 labor hours/total employee work hours.

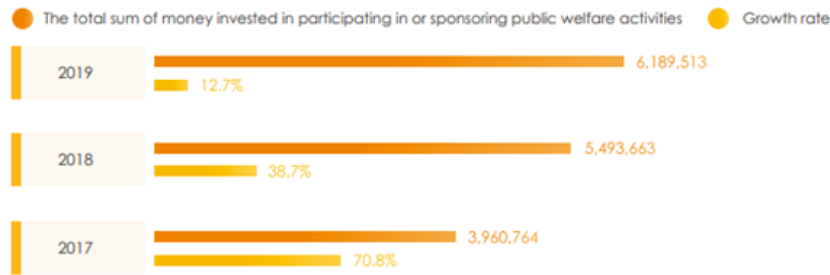
## Social Engagement

### Goals

- Continue to engage in social activities with particular areas of focus in children’s health, interdisciplinary education, and in other medical related issues.

### Results

- Extended our social engagement range to include marine ecology protection, and met the Sustainable Development Goal #14 of “Life Below Water”.
- Worldwide donations have risen for 3 straight years.



**Note:**

1. The statistics above covers our global locations, including Taiwan, the USA, China, and Slovakia, etc.
2. Converted to TWD based on an average exchange rate of USD:30.13, EUR:35.39 in 2018.

## Sustainable Supply Chain

### Goals

- Build a sustainable supply chain by strengthening our Supply Chain Sustainability Management.
- Collaborate with our suppliers to fulfill their social responsibilities, protect the environment, and to respect workers' rights, safety and health.

### Results

- Ensured our products and our supply chain do not contain or use conflict minerals.
- Managed supplier quality, cost, delivery, service, and their sustainability in order to enhance our competitiveness.
- Localized procurement fosters local economic development and ensures more efficient after-sales service.

Our top 10 suppliers in 2019 contributed to 32.57% of our total annual global procurement. 100% of procurements were made locally.

We consider choosing local suppliers as our priority.

**Note:**

1. Definition of local procurement: Procurements are made in the country where BizLink operations are conducted.
2. Ratio of local procurement = Total procurement amount from local suppliers ÷ total procurement amount x 100%.



## Governance

### Overview

BizLink's Board of Directors consists of 7 members: a Chairman, 3 general Directors, and 3 Independent Directors. Our Directors come from diverse professional backgrounds or fields of work. The percentage of Independent Directors is 43%, which complies with TWSE's regulations for Publicly Listed Companies regarding Board independence.

Our Directors exercise their supervision and management duties using their combined expertise and experience across a wide range of fields in good faith, and assume responsibility for optimizing our operations while protecting our investors' rights and interests. Certified Public Accountants attend our Board meetings to present our financial reports and to offer their opinions to our Directors.

### Results

- Ranked in Highest Top-5% in the Taiwan Stock Exchanges' 2019 Corporate Governance Evaluation.
- Selected as a constituent stock of TWSE's "Corporate Governance 100 Index" for consecutive 4 years.
- Awarded the "Greater China - Best in Sector: Technology", and the "Best in Region: Taiwan" for Investor Relations by IR Magazine.
- All new employees have signed the Statement of Integrity and Ethical Standards. Established the Corporate Governance and Corporate Sustainable Development Committee to develop and implement corporate sustainability strategies.

### Integrity and Ethics

BizLink values discipline and honesty as shown by our inclusion of anti-corruption, anti-bribery, and anti-racism clauses in our "Code of Conduct" and in our "Ethical Corporate Management Best Practice Principles".

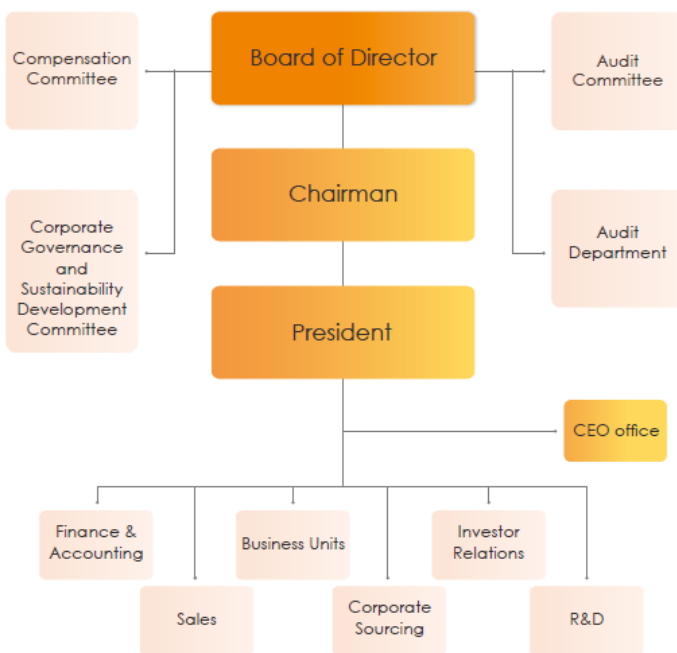
All new employees undergo education and training, which includes countering corruption, countering bribery, explanations of their rights and interests, explanation of labor standards, and explanation of environmental safety and health management principles from 2019.

## Board of Directors

The Company’s Board of Directors consists of 7 members. All members are experienced and reputable figures within our industry. 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.” Our Directors consist of a Chairman, 3 general Directors, and 3 Independent Directors who come from diverse professional backgrounds or fields of work.



Structure of the Board of Directors



BoD Members Diversity



### The Diversification for the Composition of the Board of Directors

As of December, 2020

Director	Position	Gender	Tenure as Director of the Company	Key diversified core competence			
				Ability to make judgments about operations	Ability to analyze accounting and financial statements	Ability to provide professional legal advice	Abilities in business management, leadership, crisis control, industry knowledge, international market perspective, and in decision-making
Hwa-Tse Liang	Chairman	M	20 years 6 months	V			V
Inru Kuo	Director	F	20 years 6 months	V	V		V

# 2017-2019 BizLink ESG Summary

Chien-Hua Teng	Director	M	20 years 6 months	V			V
Yifen Investment Co., Ltd Representative of juristic person : Jui-Hsiung Yen	Director	M	3 years	V			V
Ming-Chun Chen	Independent director	M	11 years 2 months	V	V		V
Jr-Wen Huang	Independent director	M	8 years 6 months	V	V		V
Chin-Teh Hsu	Independent director	M	1 years 6 months	V		V	V

## Board Oversight

Our 3 functional Committees achieved 100% attendance rate in 2020.

BizLink established an Audit Committee, a Compensation Committee, and a Corporate Governance and Sustainable Development Committee to effectively carry out the Board’s duties and improve their decision-making quality. Independent Directors convene or participate in these Committees to ensure that decisions and recommendations are forward-thinking, objective, and comprehensive, and thus support independent oversight and balance.

## Audit Committee

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. BizLink has not been involved in the above related controversies.

Audit Committee	
Director Name / Title	Attendance
Ming-Chun Chen Convenor of the Committees/ Independent Director	100%
Jr-Wen Huang Independent Director	100%

Chin-Teh Hsu Independent Director	100%
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## Remuneration Committee

The Company's Remuneration Committee's responsibility is to set and regularly review our remuneration policy for our Directors and Senior Managers. Our Directors' remuneration complies with the Company's Articles of Incorporation, and is determined by various performance evaluations. Senior Managers' remuneration includes their base salary, annual bonus, and other performance-based benefits, including bonuses, dividends (cash or shares), and employee stock options. Amendments to our remuneration policy must be approved at the Shareholder's Meeting.

Remuneration Committee	
Director Name / Title	Attendance
Ming-Chun Chen Convenor of the Committees/ Independent Director	100%
Jr-Wen Huang Independent Director	100%
Chin-Teh Hsu Independent Director	100%

## Corporate Governance and Sustainability Development Committee

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

The working groups plan and implement corporate sustainability strategies, and regularly disclose the effectiveness of their strategies as well as compile the Company's corporate sustainability report. In 2020, the Committee met to establish "Risk Management Policies and Procedures" to manage climate change response, promote a circular economy, encourage social communication, and managed other sustainability development issues.

Corporate Governance and Sustainability Development Committee	
Director Name / Title	Attendance
Chien-Hua Teng Convenor of the Committee/ Director	100%
Ming-Chun Chen Independent Director	100%
Jr-Wen Huang Independent Director	100%

## Corporate Governance Regulations

BizLink strongly promotes information transparency and strong corporate governance. The Company has formed a corporate governance framework according to our Company Law, the Securities and Exchange Act, and other relevant laws in order to constantly improve management performance as well as guarantee our stakeholders’ rights.

BizLink’s Corporate Governance regulations and codes includes the following:

Board of Directors	Corporate Governance
<ul style="list-style-type: none"> <li>• Rules and Procedures of Board of Director Meetings</li> <li>• Procedures for Board of Directors Performance Evaluation</li> <li>• Audit Committee Charter</li> <li>• Remuneration Committee Charter</li> <li>• Corporate Governance and Sustainable Development Committee Charter</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate Governance Principles</li> <li>• Corporate Social Responsibility Principles</li> <li>• Regulations Governing Risk Management Policies and Procedures</li> </ul>
Integrity and Ethics	Information Transparency
<ul style="list-style-type: none"> <li>• BizLink Code of Conduct</li> <li>• Ethical Corporate Management Principles</li> <li>• Procedures for Ethical Management and Guidelines for Conduct</li> <li>• Procedures for Handling Material Inside Information and Insider Trading</li> </ul>	<ul style="list-style-type: none"> <li>• Rules and Procedures of Shareholders Meeting</li> <li>• Procedures for Acquisition or Disposal of Assets</li> <li>• Procedures for Lending Funds to Other Parties</li> <li>• Procedures for Endorsement &amp; Guarantee</li> <li>• Regulations Governing Foreign Exchange Derivative Transaction</li> <li>• Method of Patent Management</li> </ul>

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

ESG Contact:

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