

(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

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<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"> <li>• 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.</li> <li>• Microsoft certification laboratory: Laboratory Accreditation for OEM (ISO/IEC 17025) and testing laboratory for lead and hazardous materials</li> <li>• Environment protection plant: Certifications for EU RoHS (Restriction of Hazardous Substances Directive) and ISO45001 occupational health and Safety environmental plant</li> </ul> <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

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<p>(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.</p> <p>(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.</p>			<p>2015).</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>(4) Greenhouse gas emission for the past two years by ISO 14064-1 standard:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>GHG emissions/CO2e</td> <td>30698.07</td> <td>30431.66</td> </tr> <tr> <td>Water Usage / m<sup>3</sup></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> </tbody> </table> <p>The current inventory checks were conducted in all 17 production sites.</p> <p>In-house R&amp;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.</p> <p>Reduction target for greenhouse gas emission: 2% emission intensity decrease from that of the previous year.</p>	Year	2020	2019	GHG emissions/CO2e	30698.07	30431.66	Water Usage / m <sup>3</sup>	443,691	385,627	Production Waste / Ton	3,168	2,933	
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<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>	

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(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"> <li>• Availability of technology, quality criteria and testing methodology for</li> </ul>	

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			<p>raw materials</p> <ul style="list-style-type: none"> <li>• Availability of conducting quality system examinations on material vendors</li> <li>• Completed records when making orders to qualified vendors</li> <li>• Availability of tracking procurement procedures</li> <li>• Availability of environment protection labeling on packaging</li> <li>• Availability of signing eco-friendly agreement with raw material suppliers.</li> <li>• Records of violating environmental protection and social responsibility.</li> </ul> <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"> <li>• 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.</li> <li>• 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.</li> </ul>	

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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 <a href="https://www.bizlinktech.com/zh-tw/about/corporate">https://www.bizlinktech.com/zh-tw/about/corporate</a>	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.				

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<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>				
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.				