

(VI) The implementation of integrity management and the responsive measures

| Item   | Operation |    |   | Deviations from “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and reasons |
|--|-----------|----|---|--|
|  | Yes       | No | Implementation Status   |  |
| <p>I. Establishment of corporate ethical conduct policy and implementation measures</p> <p>1. The Company’s guidelines on corporate ethical conduct policy are provided in internal policy and disclosed publicly. The Board of Directors and management team demonstrate their commitment to implement the policies.</p> <p>2. The Company sets forth policies to prevent unethical conduct. The implementation of the relevant procedures, guidelines and training mechanism are provided in the policies.</p> <p>3. The Company's protection measures regarding activities that are at a possible higher risk of unethical conduct or described under Article #7.2 under "Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies".</p> | ✓         |    | <p>1. In our “Ethical Corporate Management Best Practice Principle,” information regarding the related policies with practices and the commitment to implement the operating policies from the Board and the top management have been disclosed. Our “Ethical Corporate Management Best Practice Principle” and “Procedures for Ethical Management and Guidance on Conduct” have been available on the internal employee website, the company website and the Market Observation Post System.</p> <p>2. The Company formulated “Procedures for Ethical Management and Guidelines for Conduct” which governs the important matters when conducting business and covers the reporting of improper conducts both internally and externally, including whistleblower protection and their associated handling.</p> <p>3. The Company’s “Procedures for Handling Material Inside Information” and “Employee Practices” sets forth restrictions on revealing any material insider information by directors, management, and employees to others, along with restrictions on inquiring about or collecting any material insider information that is not related to his/her scope of responsibility, with any material insider information arising from non-implementation of business not being revealed to others. Bribery, corruption, providing illegal political contributions, improper charitable donations or sponsorship, unreasonable gifts, services or other improper benefits are restricted during business operations. Employees, management and directors shall be aware of “Procedures for Handling Material Insider Information” and “Employee Practices” to avoid unethical conduct.</p> | None   |
| <p>II. Carry out corporate conduct and ethical operation</p>   | ✓         |    |   | None   |

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| <p>1. Conditions where the Company shall prevent doing business with those who have unethical records and include clauses with ethical conduct in the business contract.</p> <p>2. Conditions where the Company sets up full (part) time department to promote the operation of corporate ethical conduct policy and oversee by the Board of Directors.</p> <p>3. Conditions where the Company sets forth policy to prevent conflict of interest and provide appropriate communication channels.</p> <p>4. Conditions where the Company establishes effective accounting system, internal control system and internal auditing for the implementation of ethical conduct.</p> <p>5. Availability of internal and external training programs regarding ethical corporate practice.</p> |           |    | <p>1. Any agreements/contracts signed between the Company and an outside party shall include an ethical operation policy, and the Company may at any time terminate or cancel the agreement/contract should there be unethical conduct by the counterparties.</p> <p>2. To perfect the management of an ethical corporation, the Company has followed the "Ethical Corporate Management Best Practice Principle" to set the "CEO Office" as the task force unit and designated our General Manager, Mr. Chien-Hua Teng, as the convener to carry out the associated tasks, including formulating the operations and prevention, and the follow-up supervision. The implementation level varies depending on each division's operating nature and responsibility. A regular report of the implementation status will be sent to the Board for review each year.</p> <p>3. To prevent conflict of interest and to provide suitable complaining channels, the Company has formulated and implemented the "Procedures for Ethical Management and Guidance on Conduct."</p> <p>4. Formulate and implement ethical corporate management best practices for management and employees, and internal control systems for related party transactions and insider transactions; All cooperation parties are required to sign a Letter of Undertaking of Integrity, and no kickbacks, commissions, or unethical conduct are allowed. In addition to regular auditing, any verified and confirmed reporting shall immediately be communicated to the Audit Committee and Board of Directors to ensure the efficiency of the system.</p> <p>5. In 2018, the total training on ethical management, including employee ethics, patent retrieval, and information security/risk conducted by the Company internally and externally was 363.5 hours, involving 136 people. More education will be provided to continue increasing employee awareness on the subject.</p> |  |
| III. Condition where the Company establishes appropriate punishment   |           |    |  | None   |

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| <p>and complaint system for reporting of any ethical irregulars.</p> <p>1. The Company's establishment of a complaint and reward system with a convenient reporting functions and dedicated personnel for reported person.</p> <p>2. The Company's establishment of handling procedures and protection mechanisms for reported cases.</p> <p>3. The Company's establishment of measures to protect the whistleblowers from improper treatment.</p> |           |    | <p>1. The Company has made mailboxes available for employees and suppliers to send complaints. These mailboxes are disclosed in the employee handbook and the honest supplier contract. The internal audit department will conduct an investigation after receiving complaints and report the findings to the Company. Disciplinary action will be taken when necessary. Under HR policy, the corporate integrity policies have been linked to employee performance evaluations in an effort to establish a clear, rewarding and disciplinary system.</p> <p>2. The Company has established a handling procedure for non-integrity events. After an receiving a complaint, the Company or the group will assign special personnel or a review committee to conduct a private investigation. The handling personnel shall not release the identification of the whistleblower to protect his or her safety. If leaked, action will be taken in the same manner as giving out major company classified information.</p> <p>3. The Company's responsibility to handle the whistle-blowing matters:<br/> (1) The whistleblower shall take full responsibility of the reported content to prevent fabrication and exaggeration of facts for malicious reasons. If the investigation findings do not agree with the accusation, the Company may apply the heaviest punishment or take litigation action against the whistleblower.<br/> (2) The handling personnel shall take full responsibility for the entire procedures and the result. If any unfair treatment or improper disclosure is found, the Company may apply the heaviest punishment to the personnel and his or her supervisor, or take litigation for pursuing legal responsibility.<br/> (3) If personnel involved in this investigation are found perjuring or misreporting the Company may apply the heaviest punishment or take</p> |  |

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|   |           |    | litigation action against him/her.<br>(4) Retaliation to the whistleblower is not permitted. The Company may apply the heaviest punishment to or take litigation action against the retaliating party.<br>(5) Parties involved who do not object to the verdict of the arbitration but refuse to perform the resulting tasks may to be forcibly removed by the Company or subject to other disciplinary actions. |  |
| IV. Reinforce information disclosure<br>The Company's disclosure on its Ethical Corporate Management Best Practice Principles and information regarding the status of implementation on its website and Market Observation Post System.   | ✓         |    | The company maintains a corporate website ( <a href="http://www.BizLinktech.com">http://www.BizLinktech.com</a> ) where relevant information relating to the Company's financials, business, and corporate governance is updated on a regular basis.   | None   |
| V. If the company has established ethical corporate management best practices Principles for TWSE/GTSM Listed Companies and Ethics Best Practices Principles please describe any discrepancy between the policies and their implementation: None.   |           |    |  |  |
| VI. Other important information to facilitate better understanding of the Company's corporate ethical conduct compliance practice (i.e. Promote and demonstrate the Company's commitment to ethical standard and provide training to its business partners; review the Company's corporate ethical conduct policy.<br>The Company invites its business partners to participate in regular educational training and promotional activities and facilitate their understanding of the Company's commitment, policy, avoidance measures for ethical operations, and the outcome of violations. |           |    |  |  |

(VII) Information shall be provided for any further corporate governance best practices and regulations

The Board of Directors resolved the revision of “Ethical corporate management best practices” on March 13, 2014, with relevant information detailing corporate governance rules, resolutions of the Board of Directors, and material information being available on June 11, 2014, on the Company's website (<http://www.BizLinktech.com>) once approved by the resolution of a shareholders' meeting.

(VIII) Other important information to facilitate better understanding of the company's corporate governance practices.

An investor conference is convened for the disclosure of any material information to maintain the transparency of information. The audit Committee is comprised of three independent directors to carry out best corporate governance practices. Corporate governance practice updates and rules will be available on the Company's website once approved by the resolution of the shareholders' meeting.