Labor Relation

(I) Staff benefit measures, further education, training and retirement systems of the company and their implementation status, the agreement between employees and employer, and employees’ rights and interests:

Since its establishment, in addition to allowing talents to bring their role into full play, Acctcon takes the most important responsibility to take care of employees and their families, with the hope to provide a worry-free working environment to allow employees to be devoted to their work, so as to increase the company’s competitiveness. In addition to the active implementation of thoughtful management and various benefit measures, the Company learns about employees' ideas and needs at all times through various channels for the purpose of achieving sufficient communication, solving problems effectively, and promoting harmonious relations between employer and employees. At present, relevant measures are as follows:

1. Benefit Measures and Their Implementation Condition

(1) In addition to general benefits such as labor health insurance and pension benefits, the additional benefits provided by the Company include: employee group insurance, family member accident insurance, major injury and scald insurance, and new insurance against first-time cancer and death of cancer, etc. Annual and holiday bonuses, bonus distribution, share subscription by senior employees, employee emergency assistance, marriage and funeral allowances, lunch allowance and dinner for free, staff dormitory, service by professional physician and nursing staff in the company, regular health check, sexual harassment prevention, health, culture and arts lectures, and other benefit measures.

(2) The Company establishes the Employee Welfare Committee in accordance with the law, selects the welfare committee members to handle the employee welfare related operations, and sets annual plans and budgets every year to provide marriage, birth, hospitalization and funeral subsidies, including: Gift voucher for annual festival, birthday gift voucher, organizing group activities and travel, family day, community activities, volunteer activities, ball games or physical competition, special manufacturers, film screening and life aesthetics activities.

(3) For considering employee's needs for caring their children, the company established the first nursery and baby care center for the infants and young children from 0 to 6 years old in Hsinchu Science-based Industrial Park, and arranged exclusive parking spaces for pregnant women and breastfeeding rooms, which enable employees having no worry about caring their children.

(4) To express its positive values towards "family", the company provides "marriage allowance" to encourage employees to get marry, and the employees of the company married with each other are provided with 3,000 of allowance per month per person, i.e. 6,000 for each couple.

(5) In terms of hardware facilities, there are 7-11 convenient supermarket and Mega Bank ATM to meet staff demands. In addition, there’re self-owned staff restaurant and coffee shop, and exclusive leisure time room for employees to have sports during rest time or after work.

(6) In order to care for employees, Accton will give warm care to any employee who is unable to work due to material sickness or injuries suffered by him/her that he/she may apply for leave for maximum 1 year with post and salary to be kept.

2. Implementation of Staff Further Reeducation and Talents Training and Development

The company attaches great importance to talent development and cultivation. Training programs include six categories: new employees, specialty, work efficiency, quality, environmental safety and management. Actively cultivate internal lecturers to build the
learning organizational culture. Set up the dedicated training classroom - "Accton College" to offer physical courses. "LMS Online Learning Management System" provides a faster and more convenient Learning platform for colleagues. Focus on the direct staff pre-service training, set up the dedicated simulation training center. Make ethics training for employees, and new colleagues should take it as the compulsory course, and its content including the prohibiting insider trading, the good faith management, and corporate social responsibility whicha are explained by cases, and announce company regulations. In 2020, A total of 715 people received the training, and the teaching material lasted for 0.5 hours, 357.5 hours in total, and the completion rate was 100%. In addition, the authority and responsibility unit publicized the case on the company's home page from time to time to remind all colleagues to comply with the norms. The company will also provide training of sending out and training subsidy (the maximum subsidy ratio: 100%) according to job requirements. In order to strengthen the language competitiveness, we provide each employee with the fixed amount of foreign language training subsidy every year to help them improve their personal performance and team competitiveness.

3. Retirement System and Implementation

Subject to basic labor law, Accton formulated the measures for employee retirement, and prepared and deposited old pension reserves in Central Trust of China in accordance with the law, and staff pension supervision committee was responsible for managing and applying such reserves. After implementation of new retirement system, the company also prepared and paid pension into each employee’s pension account based on the rate of 6% in accordance with law, and asked employees that whether they are willing to pay pension, in a regular and public way.

4. Labor Contract

Since its establishment, Accton was committed to establishing a harmonious atmosphere between the employer and employees on mutual trust basis in terms of operation and management, and understood employee’s satisfaction with management and benefit systems by taking advantage of various communication channels to enhance communication and reach consensus.

(1) Set up "Labor-Management Board" to hold meeting for electing staff representative with each tenure of four years to promote regular communication with staff representatives, so as to coordinate labor relation, promote the cooperation with employees and improve work efficiency.

(2) Held “Staff Meeting” from time to time to take employee’s advices and communicate the opinions about the direction specified in the company’s policies.

(3) Provide staff with the diversified feedback system, including bulletin board (BBS), internal network (ACCPORTAL) and physical staff feedback mailbox, so as to encourage staff to give suggestions on operation or management measures, so that the voices and expectations of junior staff can be directly reflected to senior managers for reference of continuous improvement and corporate governance. At the same time, also set up the special line for employees to complain: (03)577-0270 extension 3119, and set up E-mail address for employees to complain: hr885@accton.com, so as to continue to create the smooth communication channel for employees. For foreign employees, also have bilingual professionals responsible for daily coordination and communication, and create the culture of communication without obstruction.

(II) The loss arising from labor disputes in the most recent fiscal year up to the date of publication of the Annual Report: None.