

員工福利與環境安全

公司各項員工福利措施、進修、訓練、退休制度與其實施情形，以及勞資間之協議與各項員工權益維護情形

The implement status of employee's benefits, education, training and retire plan

(1)員工福利措施

1. 成立職工福利委員會推展員工福利計劃；公司提撥福利金作為職工福利基金，提供員工旅遊補助，生日、婚喪喜慶等各項禮金及辦理各類團康活動。
2. 本公司除為員工投保勞健保外，亦辦理員工團體意外險及出差旅行平安險等保險項目。
3. 設置有設施完備之哺集乳室，提供親善的職場環境。
4. 參酌該年度之營運狀況提撥獎金，並參考個人工作績效、年資等項目核發。
5. 實施員工認股、員工酬勞制度，讓企業利益與員工共享。
6. 依據人員、業務之需求提供相關之專業訓練，以培養專業人才並提升人力素質。
7. 設有員工交誼區，免費提供書報雜誌供員工閱覽。
8. 辦理尾牙聚餐及尾牙摸彩活動，促進員工交誼。

(1) Employee welfare measures

1. Establish an employee welfare committee to promote employee welfare plans; the company allocates welfare funds as employee welfare funds, provides employees with travel subsidies, gifts such as birthdays, weddings and funerals, and handles various group health activities.
2. In addition to insuring labor and health insurance for employees, the company also handles employee group accident insurance and business trip safety insurance and other insurance items.
3. A well-equipped breastfeeding room is set up to provide a friendly workplace environment.
4. Bonuses will be allocated based on the operating conditions of the year, and will be issued with reference to individual work performance, seniority and other items.
5. Implement employee stock subscription and employee remuneration systems, so that corporate interests can be shared with employees.
6. Provide relevant professional training according to the needs of

personnel and business to cultivate professional talents and improve human quality.

7. There is a staff friendship area, and free books, newspapers and magazines are provided for employees to read.

8. Handle tail-tooth dinners and tail-totter lottery activities to promote employee friendship.

(2)員工進修、訓練制度與實施情形

The implement status of employee's education and training

本公司訂有通過 ISO 認證之「教育訓練程序」，規定各部門規劃實施訓練，並定期加以評核教育訓練實施情形及成效，確保各職位所需之專業知識。113 年度教育訓練課程包含通識性之「職業安全衛生」、「品質法規」、「工作流程」等項及專業課程之「各國醫療器材相關法規」、「研發設計」、「財會專業」等教育訓練課程，實施情形統計如下：

Rossmax set up education and training procedure under ISO certificate for each department. Each department with itself training programs, and the result evaluation to ensure all employee with professional knowledge. The course of 2024 education and training included from general section as “Occupational Safety and Health”, “Quality regulation” and “Standard Operating Procedure”... etc while the processional section as “Medical regulation and Law in different countries”, “Research and Design”, and “Financial and Accounting”, etc. The detail plan as below:

內訓總人次 On-Job Training By participant	內訓總時 數 On-Job Training By total Hour	外訓總人次 External Training By Participant	外訓總時 數 External Training By total Hour	外訓總費用 External Training Total Expense
9,831 人次 (person)	19,283 小 時(hours)	862 人次 (person)	2,217 小時 (hours)	NTD\$210,880

(3)退休制度與實施情形

Retirement system and the status of their implementation

本公司為安定員工退休後的生活，依法訂有員工退休相關辦法，每年按支付薪資總額百分之六提撥職工退休準備金，另自民國九十二年三月起將提撥率調整為百分之二。專戶儲存於台灣銀行，員工退休時，直接由該基金專戶支付，倘有不足，由本公司以費用支出撥付之。

自民國九十四年七月一日起配合勞工退休金條例〈以下簡稱「新制」〉之實施，員工選擇勞退新制者及實施勞退新制後新進的員工，其服務年資改採確定提撥制，其退休金之給付由本公司以不低於每月工資百分之六提繳退休金，儲存於員工個人退休金專戶。目前實施狀況良好，未有任何爭議情事發生。

In order to stabilize the life of employees after retirement, the company has formulated relevant measures for employee retirement according to the law, and allocates 6% of the total salary paid for employee retirement reserves every year. In addition, since March 2003, the allocation rate has been adjusted to 2%. All the amount is deposited in the Bank of Taiwan, if the amount is not enough for the employee retirement plan, all other expense will be provided by company. As there is the new retirement act from Jul. 1st 2005, the employee who chose or is under the new retirement Act, it will be 6% from the employees' monthly salaries into individual pension account. , The retirement plan of Rossmax do not cause any controversy dispute

(4)勞資間之協議與各項員工權益維護措施情形：

Agreements between labor and management and various employee rights protection measures :

本公司並無限制員工籌組工會之權利與自由，惟目前並無員工發起籌組工會，亦未簽訂團體協約，目前藉由定期福委會會議，讓員工能表達自己的意見。公司重視員工意見反映，鼓勵員工提案建議，並提供多元、雙向開放的溝通管道，與同仁進行即時溝通，瞭解員工想法、建議與需求，以建立多元平等與健康的職場環境，提升員工對工作價值與公司的認同感。

The Company does not restrict the rights and freedoms of employees to organize a labor union. However, no employees have initiated the organization of a labor union and no collective agreement has been signed. Currently, regular welfare committee meetings are held to allow employees to express their opinions. The company attaches great importance to employees' opinions and encourages them to make proposals. We also provide multiple, two-way open communication channels to communicate with colleagues in real time and understand employees' ideas, suggestions and needs. To establish a diverse, equal and healthy workplace environment and enhance employees' sense of identity with the value of their work and the company.

2.最近二年度迄公開說明書刊印止，公司因勞資糾紛所遭受之損失，目前

及未來可能發生勞資糾紛之估計金額與因應措施：

List any loss sustained as a result of labor disputes in the Last Two Calendar Years, and during the current fiscal year up to the date of printing of the annual report, disclose an estimate of losses incurred to date or likely to be incurred in the future, and indicate mitigation measures being or to be taken :

本公司 2021 年因處理績效不佳員工依勞動法程序申報資遣員工，惟該員工不服結果並就工資給付引發勞資爭議，本案經一審判決原告駁回，於 2023 年二審雙方和解終結，全案定讞，該案件對本公司之財務業務無重大影響。歷經本次事件，本公司將加強日常溝通管理，強化同仁與主管間之溝通平台，以促進勞資和諧，共創企業與員工雙贏的使命。

In 2021, the company filed for dismissal in accordance with labor law procedures due to handling of employees with poor performance. However, the employee was dissatisfied with the result and caused a labor dispute over salary payment. The case was dismissed by the plaintiff in the first instance, and the two parties reconciled in the second instance in 2023. The entire case was settled. There will be no significant impact on the company's financial operations. After this incident, the company will strengthen daily communication management and strengthen the communication platform between colleagues and supervisors to promote labor-management harmony and create a win-win mission for the company and employees.

3.工作環境與員工人身安全的保護措施：

Protective measures about safety and health of employees and working environment

- (1)為維護員工安全與健康，落實職業安全衛生管理，本公司訂有「安全衛生工作守則」及「職業安全衛生管理計畫」，並報經主管機關核備，由全體員工共同遵守維護職場安全。
- (2)本公司為推動職業安全衛生業務，預防職業傷病發生，設置有職業安全衛生業務主管及防火管理人員，並予相關培訓。此外，安排新進及在職員工參加職業安全衛生教育訓練，提升員工對職業安全衛生之認知，期能做好事先防範措施及事件發生時能即時採取正確之安全保護措施。
- (3)為確保員工在工作場所之安全，本公司出入口設有門禁裝置，主要出入口亦有保全監視設備。在本辦公大樓設有保全人員，加強人、車及物品出入管制，以保障員工人身安全。
- (4)為提供員工安全舒適之工作環境，本公司依消防法規定，每年進行消

防安全檢查申報；配合建築物公共安全法規定，定期辦理建築物公共安全檢查。

(5)本公司重視員工身心健康，新進人員到職前需做體格檢查，在職人員亦依法令規範定期舉辦健康檢查、健康促進活動。

(6)為防治工作場所性騷擾，本公司訂定有工作場所性騷擾防治措施申訴及懲戒辦法，以維護及創造安全之工作環境。

(7)為照顧員工健康，本公司大樓定期清洗水塔，飲水機亦定期清洗保養更換濾心，以確保員工飲用水品質；大樓空調及環境定期派員保養維護；落實辦公大樓全面禁菸並實施資源分類與回收。

(1) In order to maintain the safety and health of employees and implement occupational safety and health management, the company has formulated the "Safety and Health Work Rules" and "Occupational Safety and Health Management Plan", which are reported to the competent authority for approval, and all employees abide by and maintain workplace safety.

(2) In order to promote the occupational safety and health business and prevent occupational injuries and diseases, the company has set up occupational safety and health business supervisors and fire management personnel, and provides relevant training. In addition, new and current employees are arranged to participate in occupational safety and health education training and disaster prevention drills to enhance employees' awareness of occupational safety and health, so as to take preventive measures in advance and take correct safety protection measures immediately when an incident occurs.

(3) In order to ensure the safety of employees in the workplace, the company's entrances and exits are equipped with access control card swiping devices, and the main entrances and exits are also equipped with security monitoring equipment, and security personnel are set up in the office building to strengthen the control of personnel, vehicles and items. Employee safety.

(4) In order to provide employees with a safe and comfortable working environment, the company conducts annual fire safety inspection declarations in accordance with the Fire Protection Act; and regularly conducts building public safety inspections in accordance with the Building Public Safety Act.

- (5) The company attaches great importance to the physical and mental health of its employees. New recruits are required to undergo physical examinations before taking up their jobs, and current employees also regularly organize health checks and health promotion activities in accordance with laws and regulations.
- (6) In order to prevent sexual harassment in the workplace, the company has formulated measures to complain and punish sexual harassment in the workplace to maintain and create a safe working environment.
- (7) In order to take care of the health of employees, the company's building regularly cleans the water tower, and the water dispenser also regularly cleans, maintains and replaces the filter to ensure the quality of drinking water for employees; the building's air conditioning and environment are regularly maintained and maintained; the office building is fully banned and implemented Resource sorting and recycling.