

推動永續發展執行情形

The implementation of the promotion of sustainable development and the differences and reasons from the code of practice for sustainable development of listed OTC companies

推動項目 Items	執行情形(註1) Implementation (Note 1)			與上市上櫃公司 永續發展實務守則 差異情形及原因 With listed OTC companies Sustainable Development Code of Practice Differences and reasons
	是 Y	否 N	摘要說明 Summary	
<p>一、公司是否建立推動永續發展之治理架構，且設置推動永續發展專(兼)職單位，並由董事會授權高階管理階層處理，及董事會督導情形？(上市上櫃公司應填報執行情形，非屬遵循或解釋。)</p> <p>1. Has the company established a governance structure to promote sustainable</p>	V		<p>本公司已於 113 年度於董事會轄下設置永續發展委員會，委任委員三位並包含一名董事，以強化本公司落實推動永續發展之督導機制。並成立「永續發展推動小組」由各部門主管共同參與，負責推動永續發展相關業務。</p> <p>各部門相關負責人檢討利害關係人關注議題、擬訂風險管理制度與執行方針，並積極推動並落實永續發展等相關業務，編製永續報告書。為使董事會掌握及監督本公司永續發展工作推動情況，每年至少一次向董事會報告推動永續發展執行情形，包括永續發展政策、目標與管理方針、風險管理、氣候變遷風險與機會、溫室氣體與能源管理等永續報告書內容事項。</p> <p>「永續發展推動小組」定期開會向總經理報告工作計劃與進展，並至少一年一次向董事會報告永續發展執行成果及未來的工作計劃。</p> <p>The Company has established a Sustainability Committee under the Board of Directors</p>	<p>無 None</p>

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development, and set up a dedicated (part-time) unit to promote sustainable development, which is authorized by the board of directors to handle senior management, and the board of directors supervises the situation? (Listed and OTC companies should report the implementation status, not compliance or interpretation.)			<p>in 2024, appointing three members including one director to strengthen the Company's supervisory mechanism for promoting sustainable development. A "Sustainable Development Promotion Group" was established with the participation of heads of various departments to promote sustainable development-related businesses.</p> <p>Relevant persons in charge of each department review issues of concern to stakeholders, formulate risk management systems and implementation guidelines, actively promote and implement sustainable development and other related businesses, and prepare sustainability reports. In order for the Board of Directors to understand and supervise the promotion of the company's sustainable development work, it shall report to the Board of Directors at least once a year the implementation of sustainable development, including sustainable development policies, goals and management guidelines, risk management, climate change risks and opportunities, and greenhouse gases. and energy management and other sustainability report content matters.</p> <p>The "Sustainable Development Promotion Team" meets regularly to report work plans</p>	

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			and progress to the general manager, and reports the sustainable development implementation results and future work plans to the board of directors at least once a year.			
二、公司是否依重大性原則，進行與公司營運相關之環境、社會及公司治理議題之風險評估，並訂定相關風險管理政策或策略？(註2)（上市上櫃公司應填報執行情形，非屬遵循或解釋。） 2. Does the Company formulate policies and systems regarding CSR? (Note 2) (Listed and OTC companies should report	V		重大 議題 major issues	風險評估 項目 Risk assessment project	風險管理政策 Risk management policy	無 None
			環境 Environment	氣候變遷 Climate change	本公司參考國際金融穩定委員會（ Financial Stability Board, FSB ） 發布之TCFD（ Task Forceon Climate-Related Financial Disclosures）氣候相關財務資訊揭露建議書之架構進行風險與機會鑑別。 1. 因公司產業特性，製造階段能源依賴性較低，且位地勢較高區域，歷年無因水災造成財務損失。 2. 未來每年度將持續依循TCFD 風險與機會鑑別方式，評估可能面臨的風險與機會，針對風險高的項目訂定相關應變計畫。	

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the implementation status, not compliance or interpretation.)				<p>The company refers to the framework of the TCFD (Task Force on Climate-Related Financial Disclosures) climate-related financial information disclosure proposal issued by the International Financial Stability Board (FSB) to identify risks and opportunities.</p> <p>1. Due to the company's industrial characteristics, the manufacturing stage is less dependent on energy resources and is located in a higher-lying area. There have been no financial losses due to floods in the past years.</p> <p>2. We will continue to follow the TCFD risk and opportunity identification method every year in the future, evaluate possible risks and opportunities, and formulate relevant contingency plans for high-risk projects.</p>	
			資源管理 Resource management	<p>1. 本公司因生產所產生的不良或廢棄物均依當地政府規定及環保法規要求，委託專業環保處理公司負責回收再利用。</p> <p>2. 公司推動節能措施，陸續進行LED 燈具更換。</p> <p>1. The company entrusts a professional environmental protection company to be</p>	

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					responsible for recycling and reuse of defective or waste materials generated due to production in accordance with local government regulations and environmental protection laws and regulations. 2. The company promotes energy-saving measures and gradually replaces LED lamps.
			社會 Society	人權 Human rights	本公司遵循國際人權規範及全球營運據點所在地勞動法規，致力於平等任用、免於歧視與騷擾之工作環境，同時尊重個人隱私權，建立多元勞資溝通管道及申訴機制，以確保勞工權益。 The company will will comply with international human rights norms and labor laws and regulations in locations where global operations are based. It is committed to equal employment, a working environment free from discrimination and harassment, while respecting personal privacy rights and establishing a diverse environment. Labor-management communication channels and grievance mechanisms to ensure labor rights and interests.

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			<div>職業安全 衛生 Occupational Safety and Health</div>	<div>1. 2024年共辦理 2 場次的衛生安全講習，總計74人參與。 2. 2024年本公司無職業傷害或疾病之案例發生。 1. A total of 2 health and safety training will be held in 2024, with a total of 74 people participating. 2. There will be no cases of occupational injuries or diseases in our company in 2024.</div>	
			<div>顧客健康 與安全 Customer Health and Safety</div>	<div>1. 定期針對產品進行品質、儀器校驗管理程序、歐盟MDR等教育訓練。 2. 每半年進行供應商評鑑，以監控供應商品質狀況。 3. 新供應商需進行評核，以鑑別供應商製程能力及環境是否符合法規要求。 4. 要求供應商簽署綠色產品宣告書，聲明原物料符合歐盟RoHS法規要求，以確保符合綠色產品。 5. 產品完成歐盟CE註冊，通過醫療器材優良製造規範GMP 認證，取得醫療器材許可證，通過ISO 13485:2016 醫療器材品質管理系統認證。 6. 針對產品安全有效、品質穩定、符合法規的行動：</div>	

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					<p>(1) 物料進檢：廠商提供材料證明、規格及檢測報告並依據進料檢驗作業指導書進行檢驗。</p> <p>(2) 生產製程：依據製程中檢驗，每二個小時抽檢生產流程符合作業規定。產品製成後依據成品檢驗做業指導書執行產品抽樣檢驗，確保產品符合產品規格及安全功效。</p> <p>(3) 確保產品安全性、有效性。除了製程檢驗，產品亦送塑膠工業發展中心進行生物相容性測試，並送SGS、歐陸檢驗等實驗室測試符合安規(60601-1)以及EMC (60601-1-2)，因此，本公司血壓計獲得歐洲高血壓協會(ESH)臨床試驗規範及以英國&愛爾蘭高血壓協會(BIHS)臨床試驗規範判定為電子血壓計最高精準度A/A等級。</p> <p>1. Regularly conduct education and training on product quality, instrument calibration management procedures, EU MDR, etc.</p> <p>2. Conduct supplier evaluations every six months to monitor supplier quality status.</p>

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				<div>3. New suppliers need to be evaluated to identify whether the supplier's process capabilities and environment meet regulatory requirements.</div> <div>4. Require suppliers to sign a green product declaration stating that raw materials comply with EU RoHS regulations to ensure compliance with green products.</div> <div>5. The product has completed EU CE registration, passed Good Manufacturing Practice GMP certification for medical devices, obtained a medical device license, and passed ISO 13485:2016 medical device quality management system certification.</div> <div>6. Actions aimed at product safety, effectiveness, stable quality, and compliance with regulations: <div>(1) Incoming material inspection: The manufacturer provides material certificates, specifications and test reports and conducts inspections according to the incoming material inspection instructions.</div><div>(2) Production process: Based on in-process inspection, the production process</div></div>	

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					<p>will be randomly checked every two hours to comply with operating regulations. After the product is manufactured, product sampling inspection is carried out according to the finished product inspection operation instructions to ensure that the product meets product specifications and safety functions.</p> <p>(3) Ensure product safety and effectiveness. In addition to process inspection, the products are also sent to the Plastic Industry Development Center for biocompatibility testing, and to SGS, European Inspection and other laboratories for testing to comply with safety regulations (60601-1) and EMC (60601-1-2). Therefore, our company The sphygmomanometer has obtained the European Society of Hypertension (ESH) clinical trial specifications and the British & Irish Hypertension Society (BIHS) clinical trial specifications as the highest accuracy grade A/A for electronic sphygmomanometers.</p>	

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				勞資關係 Labour Relations	1. 聘用員工按照勞動基準法相關規定辦理，2024年無強迫或強制勞動風險。 2. 2024年無發生違反人權或歧視之事件。 1. Employees are hired in accordance with the relevant provisions of the Labor Standards Act, and there is no risk of forced or compulsory labor in 2024. 2. There will be no violations of human rights or discrimination in 2024.	
				社會參與及回饋 Social participation and feedback	本公司秉持誠信經營、熱心公益之企業理念，及善盡企業社會責任的精神，持續積極參與各項公益活動。 The company upholds the corporate philosophy of operating with integrity, being enthusiastic about public welfare, and fulfilling corporate social responsibility, and continues to actively participate in various public welfare activities.	
			Corporate	社會經濟與法令遵循 Social economy and legal	本公司本於廉潔、透明及負責的經營理念，制定以誠信為基礎之政策，建立良好公司治理與風險控管機制，以創造永續發展的經營環境。 Based on the business philosophy of integrity, transparency and responsibility, the company formulates policies based on integrity and establishes good corporate	

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				compliance	governance and risk control mechanisms to create a business environment for sustainable development.	
				強化董事職能 落實董事責任 Strengthen directors’ functions and implement directors’ responsibilities	1. 為使董事權益與了解法律責任，為董事規劃相關進修議題，每年提供董事最新法規、制度發展與政策。 2. 為董事投保董事責任險，當董事已善盡善良管理人職責執行業務，保障其受到訴訟或求償之情形。 1. In order to make directors aware of their rights and legal responsibilities, plan relevant training topics for directors, and provide directors with the latest regulations, system developments and policies every year. 2. Insure directors’ liability insurance to protect directors from lawsuits or claims for compensation when they have performed their duties as good managers and performed their business.	
				利害關係人 溝通	1. 本公司每年分析重要利害關係人與其關心之重要議題。 2. 建立各種溝通管道，積極溝通，減少對立與誤解。設投資人信箱，由發言	

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				Communication with stakeholders	人處理並負責回應。 1. The company analyzes important stakeholders and important issues of concern to them every year. 2. Establish various communication channels, communicate actively, and reduce confrontation and misunderstanding. An investor mailbox is set up, and the spokesperson handles it and is responsible for responding.	
				專利 Patent	本公司持續深耕提升產品功能，自主研發並取得多項專利，以提供消費者優質、安全、高效的產品。 The company continues to work hard to improve product functions, independently develops and obtains multiple patents, in order to provide consumers with high-quality, safe and efficient products.	
三、環境議題Environmental issues (一) 公司是否依其產業特性 建立合適之環境管理制	V		(一) ISO14001為環境管理系統認證，一般用於重度污染產業，本公司為醫療器材製造及銷售，產品本身並不會對環境造成污染，且本公司已通過ISO13485認			無 None

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度？ (1) Does the Company organize education training of social responsibilities fulfillment on a regular basis? (二) 公司是否致力於提升能源使用效率及使用對環境負荷衝擊低之再生物料？ (2) Is the company committed to improving energy efficiency and using recycled materials with low impact on the environment?	V		證，並符合RoHS相關規範，故本公司不適用ISO14001。 (1) ISO14001 is an environmental management system certification, which is generally used in heavily polluting industries. The company manufactures and sells medical equipment. The products themselves do not cause pollution to the environment. The company has passed ISO13485 certification. And in line with RoHS-related specifications, so the company does not apply ISO14001. (二) 本公司係屬低污染產業，對於廢棄物，如電池等均依環保法規回收處理，以降低對環境之衝擊。 (2) The company belong to the low pollution industry, for all the treatment of waste, battery, and other garbage is follow the recycle regulation.	

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溫室氣體排放量、用水量 及廢棄物總重量，並制定 溫室氣體減量、減少用水 或其他廢棄物管理之政 策？ (4) Does the company count greenhouse gas emissions, water consumption and total weight of waste in the past two years, and formulate policies for energy saving and carbon reduction, greenhouse gas reduction, water use reduction or other waste management?			量，並持續研究生產工藝及製程、設備的提升，以減少對環境的衝擊。 (4) The company continuously pays attention to the greenhouse gas emissions, water consumption and total weight of waste generated by the production in the factory area, and continues to study the production process and the improvement of processes and equipment to reduce the impact on the environment. 近三年統計數據如下：Statistics for the past three years are as follows: (1)溫室氣體碳排放量 Carbon emission of greenhouse gases 單位：公噸(Unit: Metric Ton) <table><tr><td></td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>台北總公司 Taipei HQ.</td><td>200.48</td><td>155.28</td><td>150.29</td></tr><tr><td>大陸廠區 China factory</td><td>592.10</td><td>402.86</td><td>341.62</td></tr><tr><td>合計</td><td>792.58</td><td>558.14</td><td>491.91</td></tr></table>		2022	2023	2024	台北總公司 Taipei HQ.	200.48	155.28	150.29	大陸廠區 China factory	592.10	402.86	341.62	合計	792.58	558.14	491.91	
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			<table><tr><td>Total</td><td></td><td></td><td></td></tr></table> <p>措施：推動無紙化簽核流程，並透過電子郵件及掃描或廢紙回收雙面列印減少紙張使用，夏季辦公區域設定空調溫度不低於28度；換裝LED及T5節能照明裝置，並減少燈管的使用達1/3，無人使用之會議室立即關閉照明設備及空調。辦公區域於午休時間亦全部關閉照明設備，以節約資源使用。</p> <p>Implementation method:</p> <p>Promote the paperless sign-off process, and reduce paper usage through email and scanning or double-sided printing of waste paper recycling. In summer, the air-conditioning temperature in the office area is not lower than 28 degrees; LED and T5 energy-saving lighting devices are installed, And reduce the use of light tubes by 1/3, and immediately turn off lighting equipment and air conditioners in unoccupied meeting rooms. All lighting equipment in the office area is also turned off during the lunch break to save resources.</p> <p>(2)用水量 Water consumption</p>		Total				
Total									

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			<div>單位：度(Unit: degree)</div> <table><tr><td></td><td>2023</td><td>2024</td></tr><tr><td>大陸廠區 China factory</td><td>9,874</td><td>5,796</td></tr></table> <p>措施：本公司生產之產品無須耗用水資源，用水僅為生活日常等公共用水，公共用水已裝置有起泡器以減少出水量，並定期宣導節約用水。</p> <p>Implementation method:</p> <p>The products produced by our company do not require water consumption. The water used is only public water for daily life and other purposes. Public water has been equipped with bubblers to reduce water output, and water conservation is regularly promoted.</p> <p>(3)無害廢棄物總重量 Total weight of non-hazardous waste</p> <div>單位：公斤(Unit: Kg)</div> <table><tr><td></td><td>2023</td><td>2024</td></tr></table>		2023	2024	大陸廠區 China factory	9,874	5,796		2023	2024	
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			<table><tr><td>大陸廠區 China factory</td><td>6,898</td><td>7,348.36</td></tr></table> <p>有害廢棄物總重量 Total weight of hazardous waste</p> <p>單位：公斤(Unit: Kg)</p> <table><tr><td></td><td>2023</td><td>2024</td></tr><tr><td>大陸廠區 China factory</td><td>314.36</td><td>300.81</td></tr><tr><td>台北總公司 Taipei HQ.</td><td>2,373.89</td><td>2439.24</td></tr></table> <p>措施：因生產所產生的不良或廢棄物均依當地政府規定及環保法規要求，委託專業環保處理公司負責回收再利用，並未有污染環境之情事發生。</p> <p>Implementation method:</p>	大陸廠區 China factory	6,898	7,348.36		2023	2024	大陸廠區 China factory	314.36	300.81	台北總公司 Taipei HQ.	2,373.89	2439.24	
大陸廠區 China factory	6,898	7,348.36														
	2023	2024														
大陸廠區 China factory	314.36	300.81														
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推動項目 Items	執行情形(註1) Implementation (Note 1)			與上市上櫃公司 永續發展實務守則 差異情形及原因 With listed OTC companies Sustainable Development Code of Practice Differences and reasons
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			The bad or waste generated by the production is in accordance with the local government regulations and environmental protection laws and regulations, and a professional environmental protection treatment company is entrusted to be responsible for recycling and reuse, and no environmental pollution has occurred.	
四、社會議題Social issues (一) 公司是否依照相關法規及國際人權公約，制定相關之管理政策與程序？ (1) Does the Company formulate relevant management policies and procedures in accordance with relevant laws and	V		(一) 公司已依照相關法規及國際人權公約，制定相關之管理政策與程序，包含不使用童工等規定。 (1) The company has formulated relevant management policies and procedures in accordance with relevant regulations and international human rights conventions, including provisions not to use child labor.	無 None

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<p>regulations and international human rights conventions?</p> <p>(二) 公司是否訂定及實施合理員工福利措施(包括薪酬、休假及其他福利等)，並將經營績效或成果適當反映於員工薪酬？</p> <p>(2) Does the company set up and implement the welfare measures for employee? (Including compensation, vacation and other benefits)</p> <p>(三) 公司是否提供員工安全</p>	V		<p>(二) 本公司訂有優於勞動基準法的員工福利措施(包括薪酬、休假及其他福利等)，並將經營績效或成果依員工績效考核表現適當反映於員工薪酬。本公司有關員工福利措施之說明請參閱營運概況五、勞資關係之說明。</p> <p>(2) The company has employee welfare measures (including salary, vacation and other benefits, etc.) that are superior to the Labor Standards Act, and will appropriately reflect operating performance or results in employee remuneration based on employee performance appraisal performance. For descriptions of the company's employee welfare measures, please refer to Operation Overview V. Description of Labor Relations.</p> <p>(三) 公司提供員工安全與健康之工作環境，並對員工定期實施勞工安全與健康</p>	

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<p>與健康之工作環境，並對員工定期實施安全與健康教育？</p> <p>(3) Does the company provide a safe and healthy working environment, and regularly implement safety and health education for employees?</p> <p>(四) 公司是否為員工建立有效之職涯能力發展培訓計畫？</p> <p>(4) Has the Company established effective career development training plans?</p>	V		<p>教育。本公司最近期並未發生職災或火災之情事。本公司員工教育訓練執行情形請參閱營運概況五、勞資關係之說明。</p> <p>(3) The company provides a safe and healthy working environment for employees, and provides regular labor safety and health education to employees. Our company has not had any recent occupational accidents or fires. For the implementation of employee education and training of our company, please refer to Operation Overview V. Explanation of Labor Relations.</p> <p>(四) 公司訂有員工在職訓練計畫，並持續追蹤執行情形。</p> <p>(4) The company has an on-the-job training program for employees and keeps track of the implementation.</p>	

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<p>(五) 針對產品與服務之顧客健康與安全、客戶隱私、行銷及標示等議題，公司是否遵循相關法規及國際準則，並制定相關保護消費者或客戶權益政策及申訴程序？</p> <p>(5) Does the company comply with regulations and international standards, and formulate relevant policies and complaint procedures for the protection of</p>			<p>(五) 本公司對產品與服務之顧客健康與安全、客戶隱私、行銷及標示等議題，均致力遵循相關法規及國際準則，除已制定相關保護消費者或客戶權益政策及申訴程序外，並為產品投保責任險。</p> <p>(5) The company is committed to complying with regulations and international standards on issues such as customer health and safety, customer privacy, marketing and labelling of products and services. Insure the product with liability insurance.</p>	

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<p>consumers or customers' rights and interests regarding issues such as customer health and safety, customer privacy, marketing and labelling of products and services?</p> <p>(六) 公司是否訂定供應商管理政策，要求供應商在環保、職業安全衛生或勞動人權等議題遵循相關規範，及其實施情形？</p> <p>(6) Does the company has a supplier management</p>	V		<p>(六) 公司訂有供應商管理評鑑，並要求供應商在環保、職業安全衛生或勞動人權等議題遵循相關規範。</p> <p>(6) The company has a supplier management evaluation, and requires suppliers to follow relevant standards on environmental protection, occupational safety and health or labor human rights, etc.</p>	

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evaluation, and requires suppliers to follow relevant standards on environmental protection, occupational safety and health or labor human rights?				
五、公司是否參考國際通用之報告書編製準或指引，編製永續報告書等揭露公司非財務資訊之報告書？前揭報告書是否取得第三方驗證單位之確信或保證意見？ 5.Does the company refer to	V		<p>本公司已依GRI-G3規範編製永續報告書，並公布於本公司企業網站。未來將視因應公司規模取得第三方驗證單位之確信或保證意見。</p> <p>The company has compiled a corporate sustainability report in accordance with the GRI-G3 standard and published it on the company's corporate website. In the future, depending on the scale of Company, it will obtain the confidence or assurance opinions of the third-party verification unit.</p>	無 None

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international standards and guidelines for the preparation of reports to prepare corporate sustainability report and other reports that disclose non-financial information? Did the pre-report report obtain the confidence or assurance opinion of the third-party verification unit?				
六、公司如依據「上市上櫃公司永續發展實務守則」定有本身之永續發展守則者，請敘明其運作與所定守則之差異情形： 本公司尚未訂定守則，未來將視公司發展情況評估訂定。				
6. If a company has its own sustainable development code in accordance with the "Code of Practice for Sustainable Development of Listed OTC				

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Companies", please describe the differences between its operation and the established code : The company relating practices are not yet finalized; it will depend on the future development of the company laid assessment.				
七、其他有助於瞭解推動永續發展執行情形之重要資訊： 本公司對於下列推動永續發展所採行之制度與措施及永續發展執行行情形: 7.Other important information helpful to understand the implementation of the promotion of sustainable development : The company has adopted the following systems and measures to promote sustainable development and the implementation of sustainable development : (1) 環保： 1.本公司係屬低污染產業，對於廢棄物，如電池等均依環保法規回收處理，本公司未有環境污染情事。 2.宣導同仁使用回收影印紙影印，落實公司內部信封、紙張重覆利用，以節省資源。 3.本公司推動執行垃圾之分類，並設置資源回收處，以期能對環保盡心力。 4.辦公室無人使用之會議室關閉照明設備及空調，辦公區域於午休時間亦全部關閉照明設備，同仁下班後隨手關燈及空調等，力行節約用電。 5.本公司產品符合歐盟ROHS規範。 (1)Environmental protection: 1. The company belongs to a low-pollution industry, and wastes, such as batteries, are recycled according to environmental laws and regulations. The				

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company has no environmental pollution.				
2. Promote colleagues to use recycled photocopied paper for photocopying, and implement the company's internal envelope and paper reuse to save resources.				
3. The company promotes the classification of garbage, and sets up a resource recycling office, in order to be able to do its best to environmental protection.				
4. Turn off the lighting equipment and air conditioners in the unused meeting rooms of the office, and turn off the lighting equipment in the office area during lunch break. Colleagues can turn off the lights and air conditioners after work to save electricity.				
5. The company products comply with EU ROHS standards.				
(2) 社區參與：				
本公司鼓勵同仁參與各項社區活動，並與連鎖藥局合作不定期舉辦位民眾免費量測血壓活動及不定期捐贈血壓計、血氧濃度計等醫材予政府及慈善公益團體。				
(2)Community Involvement:				
The company encourages colleagues to participate in various community activities, and cooperates with the chain pharmacy to organize free blood pressure measurement activities for people and occasionally donate Blood Pressure Monitors, Pulse Oximeters and other medical materials to the government and charitable organizations.				

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(3) 社會貢獻： 本公司願景為提供高品質的醫療耗材與設備，使眾人能夠享有更好的醫療資源，促進人類福祉及健康，以善盡企業之社會責任。				
(3) Social Contributions: The company's vision is to provide high-quality medical consumables and equipment, so that everyone can enjoy better medical resources, promote human well-being and health, and fulfill corporate social responsibilities.				
(4) 社會服務： 1.本公司鼓勵同仁參與各界所發起之救災或關懷活動，例如：遇有發生天然災害時鼓勵同仁赴災區擔任義工。 2.配合政府機關宣導「菸害防治法」，呼籲全體員工重視身體健康。				
(4) Social service: 1. The company encourages colleagues to participate in disaster relief or care activities initiated by all walks of life, for example: in the event of a natural disaster, encourage colleagues to go to the disaster area as volunteers. 2. Cooperate with government agencies to promulgate the "Tobacco Harm Prevention Law" and call on all employees to pay attention to their health.				
(5) 社會公益： 本公司積極參與各項公益活動，例如：多次舉辦社區血壓量測活動，贊助113年台北醫學大學楓杏澎湖醫療隊活動，透過社團法人臺灣遠距智慧之愛公益聯盟捐贈南投縣衛生局醫療包及捐贈花蓮縣政府照護優活健康量測套組等社會公益。統計捐贈物資如下：				

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(5) Social welfare:

The company actively participate in various public welfare activities, such as holding community blood pressure measurement activities for many times, sponsoring the 2024 Taipei Medical University Fengxing Penghu Medical Team, through the Taiwan Remote Wisdom Love Charity Alliance, we donated medical kits to the Nantou County Health Bureau and donated health measurement kits to the Hualien County Government for social welfare. The statistics of donated materials are as follows:

優盛血壓計 X1 Rossmax Blood Pressure Monitor X1	6 台 EA
優盛血壓計 BK150 Rossmax Blood Pressure Monitor BK150	6 台 EA
優盛 BT 血壓計 X5 Rossmax BT Blood Pressure Monitor X5	15 台 EA
優盛 BT 額溫槍 HA500 Rossmax BT Forehead Thermometer HA500	8 台 EA
優盛 BT 額溫槍 HC700 Rossmax BT Forehead Thermometer HC700	15 台 EA
優盛 BT 體脂計 LS212-B Rossmax BT Body Fat Meter LS212-B	25 台 EA
醫療包 Medical Ki	156 套 Set
照護優活量測軟體 ViWave ULife care measurement software	15 套 Set
優盛 HT100B 血糖機套組(含試紙採血針各 50 支)	15 套 Set

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	Rossmax HT100B blood glucose machine set (including test strips and blood collection needles, 50 each)			
	優盛手指型血氧濃度計 SB210 SB210 Rossmax Finger Type Oximeter SB210			15 台 EA
(6) 消費者之權益：				
本公司以生產高品質、高效用及高安全之醫療器材自許，產品均附有詳細圖解之使用說明書，並廣設產品快速校準站，以提供良好售後服務。對於消費者之抱怨，業務單位亦立即採取處理措施，以維護消費者權益為優先考量。				
(6) Consumer rights:				
The company is committed to producing high-quality, high-efficiency and high-security medical equipment. The products are accompanied by detailed illustrated instructions, and the product rapid calibration station is widely provided to provide good after-sales service. In response to consumer complaints, the business unit immediately took measures to protect consumers' rights and interests.				
(7) 人權：				
本公司注重人權，不因其年齡、性別或種族差異而有不同，均享有同等的工作權利，本公司亦尊重個人尊嚴，提供個人自由表達和發展的機會。				
(7) Human rights:				
The company pays attention to human rights and does not differ due to differences in age, gender or ethnicity. They all enjoy the same right to work.				

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The company also respects personal dignity and provides opportunities for individual free expression and development.				
(8) 安全衛生：				
本公司依勞工安全衛生法，辦理勞工安全衛生工作，防止職業災害發生。工廠並已取得ISO13485及QMS認證，保障員工安全與健康。				
(8) Health and Safety:				
The company handles labor safety and hygiene in accordance with the Labor Safety and Health Law to prevent occupational disasters. The factory has obtained ISO13485and QMS certification to ensure the safety and health of employees.				
(9) 其他：Others:				
1.員工權益：				
本公司亦重視勞資關係，提供員工平等就業機會，保障員工權益。除依法令規定成立職工福利委員會，實施退休金制度外，公司另額外投保員工團體保險(含職業災害、壽險、意外險、醫療險等)，出差旅行平安險等保險項目，且每二年定期辦理員工健康檢查，以確保員工之身心健康。				
1. Employee rights:				
The company also values labor relations, provides equal employment opportunities for employees, and protects employees' rights and interests. In addition to the establishment of employee welfare committees in accordance with laws and regulations, and the implementation of the pension system, the company additionally insures employee group insurance (including occupational disasters, life insurance, accident insurance, medical				

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insurance, etc.), insurance items such as business travel insurance, and regularly every two years Conduct employee health checks to ensure the physical and mental health of employees.				
2.僱員關懷：				
本公司注重工作環境之舒適與清潔，亦注重員工工作安全。本公司辦公大樓入口處設有保全人員，管控人員進出，並設有門禁系統。工廠並已取得ISO13485及QMS認證。				
定期舉辦勞安講習及舉辦消防演練，讓員工熟悉消防器材使及火災發生時如何應變，以確保員工人身安全，對有可能之災變做好定期演練及應變措施，以期事故一旦發生時，將能有組織、有系統的迅速處置，使傷害及損失減至最低。				
廠區配合政府進行職業災害健康檢查，進行健康管理；並備有藥品、衛生材料、簡單醫療設備等。				
本公司大樓均定期清洗水塔，飲水機定期更換飲用機濾心，確保員工飲用水品質，大樓空調及環境定期派員保養維護。				
本公司視員工為公司最大資產，重視員工進修訓練，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。				
2. Employee care:				
The company pays attention to the comfort and cleanliness of the working environment, as well as the work safety of employees. There are security personnel at the entrance of the office building of the company, control personnel enter and exit, and an access control system. The factory has				

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obtained ISO13485 and QMS certification.									
Regularly organize labor safety seminars and fire drills to familiarize employees with fire equipment and how to respond to fires in order to ensure the personal safety of employees, and make regular drills and contingency measures for possible catastrophes, with a view to preventing accidents once they occur Organized and systematic rapid disposal to minimize injuries and losses.									
The factory cooperates with the government to conduct occupational disaster health inspections and carry out health management; and it is equipped with medicines, hygiene materials, and simple medical equipment.									
The water tower of our company is cleaned regularly, and the water filter of the water dispenser is replaced regularly to ensure the quality of drinking water for the employees.									
The company regards employees as the company's greatest asset and values employee training. It has an ISO-certified "education and training program", which requires each department to plan and implement training, and regularly evaluate the implementation and effectiveness of education and training to ensure that each position requires Professional knowledge. The 2024 annual education training courses include general " Occupational Safety and Health ", " Quality Regulations ", " Working Process " and other items and professional courses " National Medical Equipment Related Regulations ", " R & D Design ", " Accounting and Accounting " and other education Training Course.									
<table><tr><td>內部訓練總人次 Total number of</td><td>內部訓練總時數 Total hours of</td><td>外部訓練總人次 Total number in</td><td>外部訓練總時數 Total hours in</td><td>外部訓練總費用 Total cost of</td></tr></table>					內部訓練總人次 Total number of	內部訓練總時數 Total hours of	外部訓練總人次 Total number in	外部訓練總時數 Total hours in	外部訓練總費用 Total cost of
內部訓練總人次 Total number of	內部訓練總時數 Total hours of	外部訓練總人次 Total number in	外部訓練總時數 Total hours in	外部訓練總費用 Total cost of					

推動項目 Items	執行情形(註1) Implementation (Note 1)			與上市上櫃公司 永續發展實務守則 差異情形及原因 With listed OTC companies Sustainable Development Code of Practice Differences and reasons
	是 Y	否 N	摘要說明 Summary	
<p>order to detect chronic diseases early and treat them early. Over the years, this care measure has successfully helped at least two or more colleagues in the company discover their own high hypertension, high blood sugar, high cholesterol diseases and continue to monitor the results after medical treatment.</p> <p>3.投資者關係：</p> <p>本公司依法令規定誠實公開資訊於公開資訊觀測站，以保障投資人之權益，並於本公司網站載明投資人信箱及發言人聯絡資訊，以維持企業與股東之良性和諧關係。</p> <p>3. Investor Relations:</p> <p>The company stipulates that the information should be honestly disclosed in public information observatories to protect the rights of investors, and the investor ’s mailbox and the contact information of the spokesperson should be stated on the company ’s website to maintain a healthy and harmonious relationship between the company and shareholders.</p> <p>4.供應商關係：</p> <p>本公司相當重視供應商管理，公司與各供應商均保持良好互動聯繫，除定期評鑑供應商以提升品質，並建立合作夥伴關係，以創造雙贏。</p> <p>4. Supplier relationship:</p> <p>The company attaches great importance to supplier management, the company maintains good interaction with all suppliers, in addition to regularly evaluating suppliers to improve quality, and establish partnerships to create a win-win situation.</p>				

推動項目 Items	執行情形(註1) Implementation (Note 1)			與上市上櫃公司 永續發展實務守則 差異情形及原因 With listed OTC companies Sustainable Development Code of Practice Differences and reasons
	是 Y	否 N	摘要說明 Summary	
5.利害關係人之權益： 本公司無論於公開資訊觀測站或公司網站皆設有投資人服務信箱，除有發言人及代理發言人外，亦有本公司股務代理機構「元大證券股份有限公司」處理股東相關問題，並訂有「員工個人資料保護管理辦法」以維護利害關係人之權益。 5. Interests of interested parties: The company does not have an investor service mailbox on the public information observatory or the company's website. In addition to the spokesperson and agent spokesperson, there is also the company's stock agency "Yuangta Securities Co., Ltd." to handle shareholders' related issues. In addition, the "Employee Personal Data Protection Management Measures" are formulated to protect the rights and interests of interested parties. 其他相關公司企業社會資訊，請參閱本公司網站 http://www.rossmax.com 「投資人專區」之「履行社會責任情形」項下「永續報告書」。For other related corporate social information, please refer to the "Sustainability Report" under the "Social Responsibility Fulfillment" item of the "Investor Zone" on the company's website http://www.rossmax.com .				

註1：執行情形如勾選「是」，請具體說明所採行之重要政策、策略、措施及執行情形；執行情形如勾選「否」，請於「與上市上櫃公司永續發展實務守則差異情形及原因」欄位解釋差異情形及原因，並說明未來採行相關政策、策略及措施之計畫。但有關推動項目一及二，上市上櫃公司應敘明永續發展之治理及督導架構，包含但不限於管理方針、策略與目標制定、檢討措施等。另敘明公司對營運相關之環境、社會及公司治理議題之風險管理政策或策略，及其評估情形。

註2：重大性原則係指有關環境、社會及公司治理議題對公司投資人及其他利害關係人產生重大影響者。

Note1: If you tick "Yes" for implementation status, please specify the important policies, strategies, measures and implementation status adopted; if you tick "No" for

implementation status, please explain the differences and reasons in the “Differences and reasons from the Sustainable Food Code of Listed Companies” column, and explain the plans for the adoption of relevant policies, strategies and measures in the future. However, with regard to promoting items 1 and 2, listed companies should clearly describe the governance and supervisory framework for sustainable development, including but not limited to management policies, strategy and goal setting, and review measures. Also describe the company's risk management policies or strategies for environmental, social and corporate governance issues related to operations, and their assessment status.

Note2: The principle of materiality refers to those who have a significant influence on the company's investors and other stakeholders on environmental, social and corporate governance issues.