



晶豪科技股份有限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措施情形如下：

The systems and implementation status of the Company's employee welfare policies, continuing education, training, and retirement, as well as the agreements between the employees and employer, and employees' rights and interests:

(1) 員工福利措施(Employee welfare policy)

本公司提供友善支持之工作環境，讓員工在工作、家庭與生活間達到平衡與和諧。

The Company provides a friendly and supportive working environment, allowing employees to achieve balance and harmony between work, family and life.

工作與生活平衡的相關措施與福利:(Measures and benefits related to work-life balance)

1. 工作面 : (Work)

- a. 彈性工時且週休二日，方便員工因家庭照顧或健康因素，彈性調整工作時間。
- b. 優於勞基法給予員工休假時數。
- c. 提供員工年節及生日禮券、年節獎金。
- d. 舉辦年終尾牙晚會，並給予資深同仁獎座與獎金以資鼓勵。
- e. 除勞(退)、健保及團保外，更提供因公之差旅同仁之旅行平安保險。
- a. Flexible working hours and two days off a week that allow employees to arrange working hours flexibly to take care of their family or health.
- b. Provide employees with annual leave better than the Labor Standards Act.
- c. Provide employees with festival and birthday giftcard and festival bonuses.
- d. Organize the year-end party and give senior colleagues awards and bonuses to encourage them.
- e. In addition to labor (retirement), health insurance and group insurance, the Company also provides travel insurance for employees on business trips.

2. 家庭面 : (Family)

- a. 友善母性保護措施,於健康中心設置哺集乳室，並提供不限時數之哺集乳時間。
- b. 安排妊娠與分娩後員工與臨場醫師一對一諮詢。
- c. 提供員工生育及教育等各項補助。
- d. 協助評估特約之托嬰中心、幼兒園並提供育兒相關之衛教資訊。
- e. 辦理親子溝通等相關課程及講座
- f. 舉辦員工及眷屬之親子旅遊等活動，提供親子間之溝通與互動機會。
- g. 提供員工及眷屬團體保險，並提供專業人士之駐廠服務與諮詢。

- a. Friendly maternal protection measures including setting up breastfeeding rooms in the health center, and providing unlimited breastfeeding time.
- b. Arrange one-on-one consultation with on-site physicians for employees after pregnancy and childbirth.
- c. Provide various subsidies for employee birth and education.
- d. Assist in the evaluation of special nursery centers, kindergartens and provide health education information related to childcare.
- e. Handle parent-child communication and other related courses and lectures.
- f. Organize activities such as parent-child travel for employees and their families to provide opportunities for communication and interaction between parents and children.
- g. Provide group insurance for employees and their families, and provide professional on-site services and consultation.

3. 健康面: (Health)

- a. 員工協助方案及健康促進活動提供員工身心健康與安全之需求
 - b. 提供優於法規之勞工定期健康檢查。
 - c. 設有健康中心提供員工健康管理、健檢衛教及諮詢，並關懷特定對象並與臨場醫師安排健康諮詢。
 - d. 設有健身中心、籃球場、羽球場、韻律教室等運動健身休閒空間，鼓勵員工維持健康體魄。
 - e. 職工福利委員會定期辦理各項國、內外之旅遊、慶生及下午茶活動，以調劑員工身心，加強員工溝通及彼此之互動與連結。
 - f. 員工之婚、喪、病、生育及教育等予以各項補助。
 - g. 舉辦自我成長與紓壓等相關課程及講座。
 - h. 提供用餐員工之餐費補助，且公司內設有員工餐廳提供自助餐、麵食或簡餐等多樣化選擇及熱量資訊。
- a. Staff assistance programs and health promotion activities provide employees with physical and mental health and safety.
 - b. Provide regular labor health checks that are better than that required by regulations.
 - c. Established a health center to provide staff health management, health inspection and health education and consultation, and care for specific targets and arrange health consultations with on-site physicians.
 - d. Established fitness centers, basketball courts, badminton courts, music classrooms and other sports fitness and leisure spaces to encourage employees to maintain a healthy body.
 - e. The Employee Welfare Committee regularly handles various national and international travel, birthday celebrations and afternoon tea activities to adjust the physical and mental health of employees, strengthen employee communication and mutual interaction and connection.

- f. Provide various subsidies for employees' marriage, bereavement, illness, childbirth and education.
- g. Organize self-growth and stress relief related courses and lectures.
- h. Provide meal subsidies for dining staff, and the Company has a staff restaurant that provides buffet, pasta or light meals and other diverse options and calorie information.

(2) 進修、訓練與其實施情形 Continuous education, training and the implementation thereof

本公司視各員工職務工作能力之需求、未來個人發展及公司營運擴展需求，除擬訂個人之進修訓練項目外，並由各部門每年定期擬訂年度訓練計劃，據以實施。另年度中若有需求，各部門得再不定期提出「教育訓練需求調查表」，增列訓練需求項目，應能有效達成提升員工職能之目的。 Depending on the needs of each employee's job capacity, future personal development, and the requirement of the Company's operational expansion, the Company formulates individual refresher training programs, and each department regularly formulates and implements its annual training plans every year. If requirements arise in the financial year, each department may, from time to time, submit an "Education and Training Requirement Questionnaire" to add the required training items, which should effectively achieve the purpose of enhancing objectives of the employees' work functions.

(3) 退休制度(Retirement System)

本公司 87 年 12 月於中央信託局設立勞工退休金準備專戶，每月按薪資總額 2% 提撥。退休金之申請給付標準及給付方式等，則依勞基法之規定辦理。施行至今尚未有員工申請退休。88 年度起並按第 18 號退休金公報，聘請合格精算師從事退休金精算評估。另本公司業已徵詢員工意願，自 94 年 7 月 1 日起依據新制勞工退休金條例規定，提撥退休基金至各員工退休金帳戶，關於員工退休相關事宜之處理，悉依相關規定辦理。

In December 1998, the Company set up a special account for labor pension preparation in the Central Trust Bureau, which was allocated at 2% of the total monthly salary. The standard and method of payment of the pension application shall be handled in accordance with the provisions of the Labour Standards Act. Since the beginning of the implementation, no employees have applied for retirement. Since 1999 and in accordance with the Pension Bulletin No. 18, a qualified actuary is hired to conduct actuarial pension assessment. In addition, the Company has solicited the wishes of employees, and since July 1, 2005, according to the regulations of the new labor pension regulations, a retirement fund has been allocated to each employee's pension account. Regarding the handling of employee retirement-related matters, it is understood to be handled in accordance with relevant regulations.

(4) 勞資間之協議情形(Agreements between the employer and employees)

本公司目前業已依相關法令規定成立勞資會議，以定期討論方式協商勞資相關議題，同時也透過職工福利委員會的運作，由公司與福委會互相搭配，促進員工福利之提升。且本公司首重人性化之管理，體認勞資本為一體之共存共榮關係，故於勞資問題溝通上皆係採取雙向協調、溝通之方

式處理，務使勞資雙方更能交互體認瞭解而朝共同之目標攜手齊進。

The Company has set up labor management meetings in accordance with relevant laws and regulations to negotiate labor management issues through regular discussions. At the same time, through the operation of the employee welfare committee, the Company and the welfare committee cooperated to promote the improvement of employee welfare. In addition, the Company values humane management and recognizes the coexistence and co-prosperity of labor capital as a whole. Therefore, the two-way coordination and communication are adopted in the communication of labor and management issues, so that both parties can understand each other better to achieve the same goals.

(5) 各項員工權益維護措施情形(Measures to protect employees' rights and interests)

本公司對於各項員工權益及福利措施皆係遵循相關法令規定辦理，以善盡維護之責，應能合理、充分保障員工各項權益。

The Company handles all employee rights and welfare measures in accordance with the relevant laws and regulations to fulfill its maintenance responsibilities, and should be able to reasonably and fully protect employees' rights and interests.

(6) 工作環境與員工人身安全的保護措施(Work environment and protection for the physical safety of workers)

本公司持續投入對工作環境安全衛生工作上不遺餘力，未來仍將持續投入於安全衛生預防工作上，以期藉由不斷改善，防範工作環境與員工人身安全之傷害，本公司具體行動如下：

The Company spares no effort in workplace safety and health, and will continue to work on the safety and health prevention in the future, to prevent the injury of the workplace and the personal safety of employees through continuous improvement. The Company's occupational safety and health implementation results are as follows:

職業安全衛生執行成果

Occupational safety and health implementation results

勞工作業環境監測 Labor Operating Environment Monitoring

掌握勞工工作場所作業環境實態與評估工作者其作業環境暴露狀況，採取規劃、採樣、測定及分析。為保障勞工免於作業場所中受到有害物之危害，提供勞工健康舒適的工作環境，每年定期執行環境監測，逐步了解勞工暴露實態之危害程度，藉以改善現場環境，防止職業災害之發生。

To understand the actual condition of the working environment in the labor workplace and assess the worker's exposure to the working environment, for which the Company conducts planning, sampling, measurement and analysis accordingly. To protect workers from harmful substances in the workplace and provide workers with a healthy and comfortable working environment, regular environmental monitoring is carried out every year to gradually understand the actual degree of hazards the workers are exposed to, thereby improving the on-site environment and preventing occupational disasters.

表-工安績效(Table - Work Safety Performance)

工安查核作業 Workplace safety inspection	
工安巡核作業 Workspace safety inspection	每日巡查 Daily inspection
主管走動管理 Management by walking around	一級主管每季一次 First level supervisor once a quarter
工地工安巡查 Work safety inspection in construction site	依需求不定期 Conducted from time to time as needed

勞工安全衛生環保委員會 Labor Safety and Health Committee

為防止職業災害，保障員工安全與健康，晶豪科技內部設有職業安全衛生委員會，每季召定期開會議討論勞工安全衛生相關事宜，並推動各項勞工安全衛生相關業務。

To prevent occupational disasters and ensure the safety and health of employees, ESMT has an internal occupational safety and health committee. It holds regular meetings every quarter to discuss labor safety and health related matters and promote various labor safety and health related businesses.

人員安全衛生訓練 Personnel Safety and Health Training

晶豪科技透過教育訓練的方式，使員工了解環境安全衛生法規、政策及公司的環境安全衛生承諾，提升公司對環境的影響及安全衛生風險的考量，以及緊急應變計畫，從而落實環境及安全衛生目標，進而遵守環境安全衛生。

行政處負責各項安全衛生環保相關課程訓練需求的調查，並擬定訓練計畫。各部門依需求參與訓練，透過安排相關人員進行相關之安全衛生教育訓練。另對於承攬廠商人員亦依據「承攬商管理辦法」要求提供及參與相關之訓練，以確保人員於公司內施工之安全與健康。

Through education and training, ESMT enables employees to understand environmental, safety and health regulations, policies and the Company's environmental, safety and health commitments, enhances the Company's awareness on environmental impact, safety and health risks, and emergency contingency plans to fulfill environmental, safety and health goals and comply with environmental, safety and health. The Administration Department is responsible for surveying the training needs of various safety, health and environmental protection related courses and organizing training plans. Each department participates in training as needed, and arranges relevant personnel to organize relevant safety and health education and training. In addition, contractors are also required to provide and participate in relevant training in accordance with the "Contractor Management Measures" to ensure the safety and health of the personnel in the Company.

表-工安教育訓練與宣導 Table - Work Safety Education Training and Promotion

年度 Year	教育人次 Training participants	教育訓練人時 Average training man hour
107	177	372
108	172	413
109	149	332.5
110	163	363.5

表-專業的工安管理人員 Table - Professional Work Safety Management Personnel

持有專業證照的工安人員 Work safety personnel with professional license	
甲種職業安全衛生業務主管 Type A Occupational Safety and Health Manager	1
職業安全管理師 Occupational Safety Manager	1
職業安全衛生管理員 Occupational Safety and Health Manager	1
1 噸以上堆高機操作人員 Operators of Forklift Over 1 Ton	9
缺氧作業主管 Oxygen-Deficient Operations Supervisor	1
高壓氣體特定設備操作人員 High-pressure Gas-specific Equipment Operators	1
高壓氣體容器操作人員 High-Pressure Gas Container Operator	1
操作人員輻射安全證書 Radiation Safety Certificate for Operator	5
急救人員 First Aid Personnel	9
勞工健康服務護理人員 Healthcare Personnel for Labor Health Services	1
游離輻射	3
其他 Other	3

職災失能統計 Statistics of Disability due to Occupational Disasters

晶豪科技致力於提供同仁安全的工作環境，針對意外事故，均由當事人或周遭人員於第一時間通報主管及行政處，另由工安及護理師人員進行協助處置。

依據勞動部職業安全衛生署之職業災害失能認定，排除公司外發生之交通意外事故。另針對零星發生之交通意外事故，晶豪科技透過每季召開之職業安全衛生委員會，說明發生事件及新進人員職業安全衛生課程中進行案例宣導，以防止再度發生類似事故。

ESMT is committed to providing colleagues with a safe working environment. For accidents, the parties or surrounding personnel will notify the supervisor and the administrative department as soon as possible, and the work safety and nursing staff will provide assistance.

According to the Occupational Accident and Disability Certification of the Occupational Safety and Health Administration of the Ministry of Labor, traffic accidents beyond the Company are excluded. For occasion traffic contingency, ESMT held quarterly to explain the occurrence of the incident and the new personnel occupational safety and health course to conduct case publicity to prevent similar accidents from happening again through the occupational safety and health committee.

表-公司近二年工安績效-員工失能傷害統計

Table - Company's Work Safety Performance in the Past Two Years - Statistics of Employee Disability Injury

年度 Year	死亡事故 Fatal accident	失能事故 Disability accident
107	男：0 女：0 Male: 0 Female: 0	男：0 女：0 Male: 0 Female: 0
108	男：0 女：0 Male: 0 Female: 0	男：0 女：0 Male: 0 Female: 0
109	男：0 女：0 Male: 0 Female: 0	男：0 女：0 Male: 0 Female: 0
110	男：0 女：0 Male: 0 Female: 0	男：0 女：0 Male: 0 Female: 0

異常工作負荷促發疾病預防管理辦法

Measures for the Prevention and Management of Diseases Caused by Abnormal Workload

晶豪科技為專業 IC 設計公司，辦公環境單純。依據職業安全衛生法第六條之規定，雇主為確保員工之工作安全與身心健康，避免公司員工因輪班、夜間工作、長時間工作或其他工作負荷因子促發疾病等過勞問題，「唯有安全健康勞動力，方能確保企業競爭力」；勞工是企業重要之資產，基於預防勝於治療，落實職業安全衛生法之規定，採取促進勞工身心健康之相關措施，為勞工打造更為友善及健康之職場環境，確保勞動者之權益。晶豪科技據以訂定「異常工作負荷促發疾病預防管理辦法」，採取疾病預防措施及相關管理，以確保員工之身心健康，避免員工因異常工作負荷促發疾病。護理人員定期評估並與職業醫學科專科醫師面談指導，依據醫師面談紀錄提出後續建議措施落實並記錄。

ESMT is a professional IC design company with a simple office environment. According to the provisions of Article 6 of the Occupational Safety and Health Act, to ensure the work safety of employees and their physical and mental health, employers should avoid overwork diseases caused by shifts, night work, long hours or other workload factors. "Only a safe and healthy workforce can ensure the competitiveness of the Company"; Labor is an important asset of a company. Based on the principle that prevention is better than cure, the provisions of the Occupational Safety and Health Act are implemented, and relevant measures to promote the physical and mental health of the workers are adopted to create a more friendly and healthy workplace environment for workers, and ensure their rights and interests. ESMT has established the "Measures for the Prevention and Management of Diseases Promoted by Abnormal Workloads" and adopted disease prevention measures and related management to ensure the physical and mental health of employees and prevent employees from causing diseases due to abnormal workloads. Nursing staff regularly evaluates and interviews with specialist doctors in the occupational medicine department, and makes follow-up recommendations and measures based on the interview records of physicians.