

科嶠工業股份有限公司

- ★ 負責人：鄧全凱
- ★ 網址：http://www.asianeotech.com
- ★ 地址：桃園縣龜山鄉山鶯路華玉巷三號
- ★ 電話：03-3591777



主要產品

(1) 自動熱風輸送爐；(2) 紅外線熱風輸送爐；(3) 紫外線 UV 乾燥機；(4) 防焊低壓噴塗機；(5) 防焊靜電噴塗機。

企業沿革

2000 年	正式成立總公司，資本額新台幣 500 萬元，開始投入 PCB 產業乾燥製程所需機台的研究。
2001 年	於桃園南崁第一次擴廠。
2002 年	第一台滾輪塗佈機研發成功正式推出。 第一台薄板磨邊機研發成功正式推出。
2003 年	ISO-9001：2000 認證通過，Certificate Number：1460-01。
2007 年	T/P 高溫五線式自動熱風輸送爐研發成功正式推出。
2008 年	公司擴廠遷址至：桃園縣龜山鄉山鶯路華玉巷 3 號（龜山工業區）。 鍍膜浸泡式塗佈機研發成功正式推出。
2009 年	半自動貼合機研發成功正式推出。 真空塞孔機研發成功正式推出。 捲對捲薄膜氮氣紅外線熱風爐研發成功正式推出。
2010 年	設立蘇州遠需精密機械有限公司。 設立深圳科嶠精密機械有限公司。 半自動靜電噴塗機研發成功正式推出。
2011 年	設立廈門科嶠光電有限公司。
2012 年	金管會證期局核准股票公開發行。 財團法人中華民國證券櫃檯買賣中心核准登錄興櫃。
2013 年	榮獲經濟部第 22 屆國家磐石獎。 榮獲德勤亞太區高科技、高成長 500 強評選第 332 名。
2014 年	財團法人中華民國證券櫃檯買賣中心核准上櫃。



國際競爭力

- 一、密集銷售服務網路主要分布於中國大陸、日本及東南亞等國家，具有優良品牌知名度。為擴展服務全球客戶，已於兩岸設有生產基地達到產能調節，且於蘇州、湖南、四川、廈門、江西、及泰國設立服務據點提供完善售後服務與即時駐點式服務；另位於新加坡設代理商，以利開發馬來西亞、新加坡、越南、泰國及印度等東南亞市場，提供客戶即時、迅速之產品服務，為全球國際化市場更加穩固。
- 二、以品牌形象拓展海外市場，積極參與國內外電子相關設備國際性展覽，增加企業品牌曝光度尋找合作客戶與代理商，以達行銷全球之目標；藉由品牌形象拓展市場，並且秉持客戶滿意導向服務理念提升國際核心競爭力。

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- ★ Owner：Deng, Quan-Kai
- ★ Web site：http://www.asianeotech.com
- ★ Address：No. 3, Huayu Lane, Shanying Rd., Gueishan Township, Taoyuan County, Taiwan
- ★ Tel：+886-3-3591777

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Business Items

(1) Auto Hot-Air Conveyor Oven; (2) Auto IR/Hot-Air Conveyor Oven; (3) UV Curing Machine; (4) Solder Mask Low-Pressure Spray Coating Machine; (5) Solder Mask Electrostatic Spray Coating Machine.

History

2000	Establishes HQ with capital NTD5 million. Starts the R&D of drying equipment for PCB industry.
2001	Expands the plant in NanKan, Taoyuan.
2002	Launches the Roller Coating Machine. Launches the Beveling Machine for Thin Board.
2003	Passes ISO-9001：2000 (Certificate No. 1460-01) .
2007	Launches the Auto Hot-Air Conveyor Oven for T/P industry (5-wire type).
2008	Plant expansion and moves to Guishan Industrial Park. No.3, Huayu Ln., Shanying Rd., Guishan Township, Taoyuan County Launches the Roller Dip Coating Machine.
2009	Launches the Semi-Automatic Laminating Machine. Launches the Vacuum Chamber Plugging Machine. Launches the RtoR N2 IR & Hot-Air Oven.
2010	Establishes a subsidiary in SuZhou, China. Establishes a subsidiary in ShenZhen, China. Launches the Semi-Automatic
2011	Establishes a subsidiary in XiaMen, China.
2012	IPO approved by Securities and Futures Bureau of Financial Supervisory Commission R.O.C. Emerging stock market registration approved by Securities and Futures Bureau of Financial Supervisory Commission.
2013	Receives the 22st National Award of Outstanding SMEs. Chosen to be No. 332 among Deloitte Technology Fast500 Asia Pacific.
2014	Initial Public Offerings.

Export Competitiveness

- I. The intensive ASIA NEO TECH marketing networks primarily focus on China, Japan and Southeast Asian nations where ASIA NEO TECH (ANT) is a household name. To expand business horizons to serve customers throughout the world, we have set up production strongholds to assure sound adjustment of outputs. Further in Suzhou, Hunan, Sichuan, Xiamen, Jiangxi of China and in Thailand, we have set up service bases to render satisfaction-guaranteed after-sales services and render readily available services in real time. Moreover, our Singapore-based agent enables us to assure prompt supply and services in real-time. Overall, we are in very solid international markets and services.
- II. We broaden overseas markets by means of brand names and corporate image. We spare no effort to participate in international exhibitions and displays to make our brand names and corporate images even further exposed to the entire world and try by all means to solicit more agents and business partners toward our global target. Thanks to our trustworthy brand image, we have won widespread customer approval and boost core competitive edge in the international community.

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三、隨時掌握最新市場脈動，以積極創新研發與透過綿密專利佈局策略，成功開發出多項世界技術專利以及保障產品研發與製造之相關專業技術；創造獨特之產品差異化，為客戶自動化精密乾燥設備提供全方位產品解決方案。除提供客戶多樣化產品，更可藉此支援策略聯盟夥伴及合作廠商，增加市場銷售附加價值。

四、企業電子化管理

本公司電子化系統導入：(1) 集團雲端資料夾；(2) 電腦 3D 繪圖軟體設計；(3) ERP 系統；(4) EasyFlow；(5) EIS 系統；(6) CRM 系統；(7) 人力資源管理系統；(8) 工時管理系統；(9) 倉儲 Barcode 系統；(10) APS 生產排程系統；(11) KMS 系統，整合集團內營運部門之運作，提升整體企業 e 化管理之效率。亦取得 ISO 9001：2008 品質認證，結合本公司建立 PM(Project Management) 管理與 ISO 準則內部流程相關制度程序並嚴格落實，使產品品質獲得海內外客戶支持與肯定。

營運管理

一、公司營運目標與經營績效透過定期董事會召開與監督討論，且針對公司未來重大營運方針作決策；由經營團隊執行，並遵循政府法令與公司治理規範誠信經營。並且成立薪酬報酬委員會，以專業客觀之地位，就本公司董事、監察人及經理人之薪資報酬政策及制度予以評估，並向董事會提出建議，以供其決策參考之用。

二、考量整體營運活動，建置健全內部控制制度，且設置稽核單位持續有效實施稽核作業；使企業資源得以充分利用，增加作業整合效能且協助管理階層確實履行其責任；以及將稽核執行結果及追蹤改善評估情形，定期呈報給予董事會成員。

三、研發管理透過研發團隊專業技術累積以及不斷導入提升新製程技術，以及取得多項專利提升產品附加價值；更藉由差異化轉為自主規格之標準化，提供快速客製化服務。本公司研發團隊透過產學合作方式，與本公司產品創新研發結合，互惠互利；進而提升團隊之精進研發能。

四、人力資源管理著重人才培育，透過
(1) 招聘徵選管理；(2) 人才培訓管理；(3) 績效考核制度；(4) 薪資福



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III. We take firm command of the up-to-date pulsation in the market. By means of positive and innovative research & development efforts and circumspect patent deployment, we have successfully developed world-class technology & know-how, patents as well as specific expertise to safeguard research & development as well as manufacturing of products. Through our elaborate , we create unique product differentiation and provide customers with precise, automated drying machinery & equipment as well as overall solutions for their products. Other than diversified, comprehensive and multifaceted products readily available to customers, we have tried by no means to bring added values in sales in the markets by means of strategic alliance partners and associates.

IV. E-management enterprises

Our Company put the e-system into the management: (1) The cloud information folders of the Group; (2) Computerized 3D drawing software design; (3) ERP System; (4) EasyFlow; (5) EIS System; (6) CRM System; (7) Human resources management system; (8) Working hour management system; (9) Warehousing Barcode System; (10) APS production scheduling system; (11) KMS System. Thanks to those systems with efforts to integrate all departments inside the Group, we have significantly boosted the e-management efficiency and successfully won ISO 9001: 2008 quality certification. In association with the PM (Project Management) and ISO Regulation Internal Process Related Systems built in the Company with strict efforts to put them into implementation thoroughly, we have successfully won support and approval by our customers at home and abroad.

Operation Management

I. Our Company has fixed its objectives of business operation and performance through convening of the meetings, superintendence and extensive discussions by the board of directors. The significant business policies so worked out are faithfully enforced by the business teams. In faithful compliance with the government laws and the norms for corporate governance, we have set up the Remuneration Committee. In an objective and professional strategy, we conduct sound assessment of the policies and systems over the payroll, remuneration for the Company's directors and supervisors as well as managerial officers and work out constructive suggestions to the board of directors as the handy reference for the policymaking process.

II. Taking into account the overall business operation activities to set up sound internal control system, we have established sound audit department to conduct audit on a continual and uninterrupted basis to assure that the resources of the entire enterprise could be put into maximum possible utilization to augment the operating integration performance to help the management fulfill obligations and responsibilities. The findings and results in the audit implementation and follow-up evaluation are submitted to all members of the board of directors on a regular basis.

III. In terms of management over research & development, our Research & Development Team and the members thereof have accumulated expertise technology & know-how and upgraded and renewed the new manufacturing process which have helped us successfully obtain numerous patents and bring added values to our products. Further through the efforts of product differentiation which is converted into standardization of our autonomous specifications, we render customized services readily available to customers promptly. Our Research & Development Team and team members have significantly enhanced the research & development capability by means of teamwork by and between the industries and scholars, combination of innovation, research & development and our products on a mutually beneficial basis.

IV. In the aspect of Human resources management, we spare no effort to cultivate and nourish talented human resources by means of (1) Management over solicitation, selection; (2) Management over human resources training programs; (3) Performance evaluation system; (4) Payroll and fringe benefit management; (5) Human resources management System. Further with

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利管理；(5) 人力資源管理系統，積極營造發揮所長與不斷成長之工作環境，使得組織人員運用更加靈活化；並且人力佈局重視研發與設備整合，提供專業內部訓練；為企業與個人目標努力成長。

社會責任

- 一、掌握市場利基，提供量身客製化、顧客導向、全方位服務，以持續創新技術與善用專業經驗，隨時進入新市場主流入場券；並且堅持根留臺灣理念與作法，強調創新技術與過往經驗結合；以產品客製化與研究開發、產品生產履歷、售後服務等產品服務特色；以開拓主流市場新契機。
- 二、將員工視為企業最重要資產，重視員工福利以整體薪酬概念考量獎勵制度，獎勵優秀員工認股、年度調薪制度、員工分紅、各式津貼（全勤、伙食、車輛、租屋）；另外婚喪喜慶津貼、國內外旅遊、員工家庭日、員工定期聚餐或部門不定期餐敘、春節尾牙等，注重維持員工身心健康。以及重視員工工作環境安全，故成立勞工安全衛生管理單位，制定安全衛生工作守則；以維護員工安全相關權益。
- 三、針對潛力員工進行專業人才培育訓練，設定專案目標以加強員工專業技能與自我成長，設置專案獎勵措施激勵潛力人才；透過此方式提供潛力人才向心力與動力，感受公司重視與培育員工；以及進行考核，做為日後晉升之依據，藉以活化人力資產，將為公司擴大營運的種子幹部。
- 四、堅信著眼於小處可成就無限之價值，奠定優良之企業文化對於公司向上茁壯有一定之正向力；我們之企業文化分為四點：(1) 專業：專注本業，技術扎根；(2) 務實：誠信務實，穩健經營；(3) 創新：突破創新，市場領先；(4) 卓越：品德卓越，價值卓越。
- 五、秉持「取之於社會，用之於社會」之觀點，在致力營運發展之同時，除積極參與回饋社會與慈善公益活動及長期關心弱勢團體福祉與社會發展外，更間接誘發員工自發性參加社會回饋活動；長期與桃園縣龜山鄉公所社會課合作從事公益活動，例：春節物資捐贈、獨居老人居家水電修繕服務；並且積極關懷其他弱勢團體以履行本公司所應負擔社會責任。

綜合評語

- 一、以客製的設計生產，作為服務利器，具高度國際競爭力，產品外銷比例高，成長幅度大。
- 二、重視研發管理，不斷針對熱效能及光效能之研究開發，獲得國內外多項關鍵核心技術之專利證書。
- 三、採取「創造市場區隔、注重創新研發」為目標策略，透過高客製化服務、高品質、掌握核心關鍵技術，建構出與同業差異化之自有品牌。
- 四、設有職工委員會，定期舉辦勞工安全講習及訓練，設有員工認股權，員工福利佳。



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efforts to create a sound working ambiance where all human resources may put their talents and capabilities into maximum possible performance so that all personnel in the organization could assure more flexible performance. Through sound human resources deployment and integration of the equipment & facilities as well as internal educational & training programs, we assure the entire enterprise and all individuals to successfully accomplish their objectives.

Social Responsibility

- I. We take firm command of niche markets, render customers-friendly and omnifarious and comprehensive services readily available to customers. By means of continued efforts in the use of innovated technology & know-how and sophisticated expertise, we step into the mainstreams of the markets in real-time while we insist on the very fundamental philosophy of rooting firmly in Taiwan and combination of innovated technology & know-how and hands-on experiences accumulated previously. We do research & development on customized products and emphasize such characteristics of trustworthy resumes in production of our products, after-sales services and unique services to take firm command of new turning points in the markets.
- II. Here at ASIA NEO TECH, each and every employee is cherished and pampered as the most precious assets. We spare no effort to enhance employee welfare and fringe benefits through sound payroll system. We award outstanding employees to subscribe to the Company's shares. Under the sound payroll system, employees are entitled to the Company's bonus, a variety of allowances (allowances for full-attendance awards, meals, vehicles and house rent), as well as abundant allowances upon their wedding and other significant occasions, travels at home and abroad, employee family day(s), get-together banquets on a nonscheduled basis, year-end get-together banquet (known as wei-ya in dialect) along with utmost concern about safety & security at workplaces. We have set up Labor Safety & Health Committee, enacted Regulations Governing Labor Safety & Health along with other endeavors to assure employee health both mentally and physically and their interests.
- III. Toward high-potential employees, we offer professionally talented human resource educational & training programs. We set the specific targets to encourage such talented employees to grow and upgrade themselves. We have worked out projected incentive measures to encourage high-caliber human resources. Through all such efforts as a whole, we successfully encourage such talented human resources into tremendous momentum and centripetal force so that all employees will perceive high cherishment and significant efforts of educational & training programs from the Company. In turn, we evaluate their performance and take the findings and results as the very grounds for promotion. Through all such dedication as a whole, we significantly enliven human resources who shall, in turn, play the roles as the core seeds required for our expanded business operation.
- IV. We firmly believe that the efforts toward tiny, insignificant aspect might reap immeasurable values, solidify the decent corporate culture into positive momentum toward further growth. Here at ASIA NEO TECH, our corporate culture focuses on four aspects: (1) Professionalism: Focusing on our principal business lines with firm rooting technologically (2) Pragmatism: In solid business operation (3) Innovation: Taking the lead in the market by means of breakthrough and innovation. (4) Excellence: Outstanding in moral and values.
- V. "From the society, then for the society" Under such guiding philosophy, we spare no effort to offer feedback and charity toward the underprivileged people as we are striving for further growth. Further, indirectly, we encourage employees to play a vigorous role for benefit the society. On a long-term basis, we associate with the Social Affairs Department of Gueishan Township Government, Taoyuan County with heavy dedication to public welfare, notably, for instance, donation on Chinese New Year, maintenance & repair services for water, electricity appliances for the solitary senior citizens other than our enthusiastic and regular concern toward the underprivileged elements. Through all such efforts, we play the model role as a dedicated citizen to the entire society.