

正凌精密工業股份有限公司

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主要產品

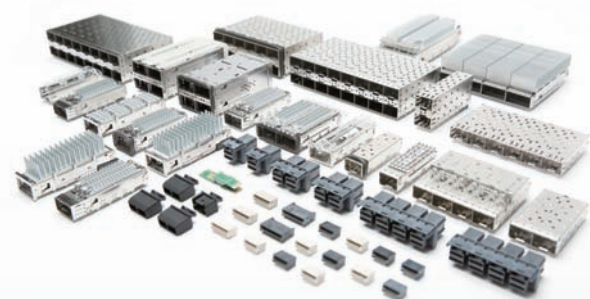
高速光電連接器、高速背板連接器、手術級醫療連接器、混合式電源連接器、重載工業連接器、高速背板、工業電腦機箱及其零組件等，產品主要應用於雲端運算設備、局端企業通訊、手術醫療器材、電力能源設備、刀鋒工業電腦等領域。

企業沿革

1986年	公司成立
1989年	創立NEXTRON 品牌拓展外銷市場
1998年	榮獲第七屆中小企業磐石獎 設立大陸廠
2001年	發展壓接式連接器技術及開發高頻通訊連接器
2004年	完成工業機箱零組件產品及技術垂直整合
2006年	成功開發半自動背板壓接製程生產設備
2009年	聚焦發展高頻、電源、圓形連接器，以雲端、通訊、工業、醫療為市場目標
2010年	取得TS16949、ISO14001、OHSAS18001認證
2011年	取得TL9000、ISO13485認證
2012年	財團法人中華民國證券櫃檯買賣中心核准股票登錄興櫃
2013年	股票上櫃掛牌，股票代碼8147
2014年	獲得ZTE(中興通訊，全球前五大電信設備製造商)頒發優秀供應商獎項
2015年	擴大在台灣投資，增購新北市廠房 榮獲第一屆公司治理評鑑上櫃公司排名前20%

企業簡介

正凌精工以高速背板連接器技術為基礎，提供客戶從連接器到高速次系統設備組件之多重產品架構選擇，進而發展高速光電連接器及精密手術醫療連接器。正凌精工始終秉持著『創新求進、勇於挑戰、志同道合、團隊共事』的使命，不斷提升技術與創新能力，跨進全球市場、創造利基產品，努力成為專業的互連技術首選機電整合廠，實現『世界級隱形冠軍』的願景。



Nextronics Engineering Corp.

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Business Items

High speed I/O connectors, high speed back-plane connectors, surgery medical connectors, power combo connectors, heavy-duty industrial connectors, high speed backplane, electronic packaging and system for industrial computers. All these products are used in data center computing devices, telecom devices, medical equipment, power and energy equipment and industrial computers.

History

1986	Company established.
1989	Established NEXTRON brand for overseas market.
1998	Received 7th Taiwanese Enterprise Award. Established China factory.
2001	Developed press-fit technology and high speed telecom connectors.
2004	Developed electronic packaging for industrial computer chassis.
2006	Developed semi-auto backplane press-fit manufacturing equipment.
2009	Focus on high speed, combo power, circular connectors for data center, telecom, industrial and medical markets.
2010	Obtained TS16949、ISO14001 and OHSAS18001
2011	Obtained TL9000 and ISO13485
2012	Emerging stock market registration approved by Taipei Exchange.
2013	Initial Public Offerings.
2014	Received Excellent Supplier Award from ZTE (Top 5 telecom equipment company world-wide)
2015	Increase investment in Taiwan, Established Taipei new factory. Ranked top 20% in Corporate Governance Evaluation for Taiwan OTC listed companies.

Introduction

Nextronics developed high speed backplane connectors as its base to provide customers with multiple product components from connectors to system components for high speed optical market and precise medical applications. Nextronics always upholds "innovation and progress, the courage to challenge, like-minded & team work" as the goal to become a professional mechanical and electrical integrated interconnect company and carry out the vision "Aworld-class hidden champion."



國際競爭力

一、聚焦利基市場，明確的市場布局：

有別於一般連接器產業聚焦於消費及3C市場，正凌精工聚焦於雲端運算設備、手術醫療耗材及電力能源設備等利基型市場。

正凌精工專注於高頻、圓形及重載電源連接器等利基型產品之研發與生產，屬於技術門檻較高且毛利較高的產品市場，提供客戶高品質、高可靠度、小量多樣及高度客製化服務。

二、小量多樣高彈性的產品組合及生產模式：

由標準化的零組件組成多種樣式之連接器成品或工業電腦機箱，符合小量多樣及客製化市場的需求特性，並降低產品及模具開發的成本與時間。

三、掌握核心技術：

正凌精工擁有無撕裂紋沖壓技術、超高溫射出成型技術、推拉式互鎖結構設計、防水及耐高溫高壓消毒、壓接結構等核心技術，並開發自動化生產設備，以利於小量多樣的生產特性及快速換模換線的製程需求。

長期產學合作開發高速連接器，加速產品開發及成功率，提高產品可靠度及良率。



營運管理

一、重視公司治理：

正凌精工重視公司治理，積極推動誠信經營及企業社會責任，於首屆證基會舉辦公司治理評鑑中，名列上櫃公司前20%之殊榮，是台灣上市櫃連接器同業中優質企業。

二、企業永續經營，根留台灣：

因應科技與產業發展，正凌精工持續增加新產品及新技術研發經費、開發智能生產設備、拓展全球經銷網及提升人力資源等，並且擴大在台灣投資，朝企業永續經營發展。

三、持續產學合作研發新產品：

正凌精工長期產學合作，未來將擴大為產官學及上下游產業合作，研發新產品，技術持續領先，並導入PDM等各項研發及模擬軟體，加速產品開發速度並提高產品的可靠度。

四、推動生產精益及管理精實：

積極推動精實生產，以提升小量多樣的生產效益及利潤；零組件設計高度標準化，製程設計充分發揮快速換模換線的效能，縮短交期並增加產品組合彈性，滿足客戶多樣的需求。



Export Competitiveness

1. Focus on niche market and specific market deployment

Instead of the focus on 3C market of ordinary connector industry, Nextronics chooses to focus on cloud computing equipment, medical equipment and electrical energy niche markets. Nextronics is specializes in high frequency, heave-duty power and circular connector development and production which belong to higher technical threshold and product margins. Nextronics is engaged to provide high quality, reliability, high-mix low-volume and custom manufacturing service.

2. Flexible with high-mix low-volume manufacturing mode

Via standardized components of compositions of variety connector or industrial computer chassis in line with high-mix low-volume of custom market needs, Nextronics reduces the product and mold developing time and cost.

3. Master core technologies

Nextronics owns precision straping stamping technology, ultra-high temperature plastic injection technology, push-pull locking configuration design, waterproofing and high temperature and pressure sterilization, press-fit design and other core technologies. In order to math up high mix low volume manufacturing and quick change for mold set up, Nextronics has developed automatic production equipment.

Long term industry-university cooperation helps to develop high-speed connectors, accelerate product development and the success rate, improve product reliability and high yield rate.

Operations Management

1. Value the governance of the corporate:

Nextronics emphasizes on corporate governance, actively promote the integrity of management and social responsibilities. In the first certificate-based evaluation of corporate governance held in honor among the 20 percent of all the Taipei Exchange listed companies. Nextronics is one of the outstanding company among the public connector companies in Taiwan..

2. Perpetual operation of business based in in Taiwan:

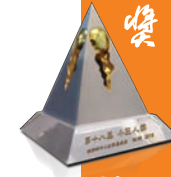
In response to technology and industrial development, Nextronics is continuously increasing the portion of budget in R&D, new products, new technologies, intelligent production equipment, expanding global sales network and enhancing human resources. Furthermore, Nextronics expands its investment in Taiwan, and towards sustainable business development.

3. Continue industry-university cooperative research and development of new products:

Nextronics' long-term industry-university cooperation will be expanded to the cooperation between company, government and relative-industries for developing new products, leading technology, adopting advanced software such as PDM, R&D and simulations softwares in order to accelerate product development and improve product reliability .

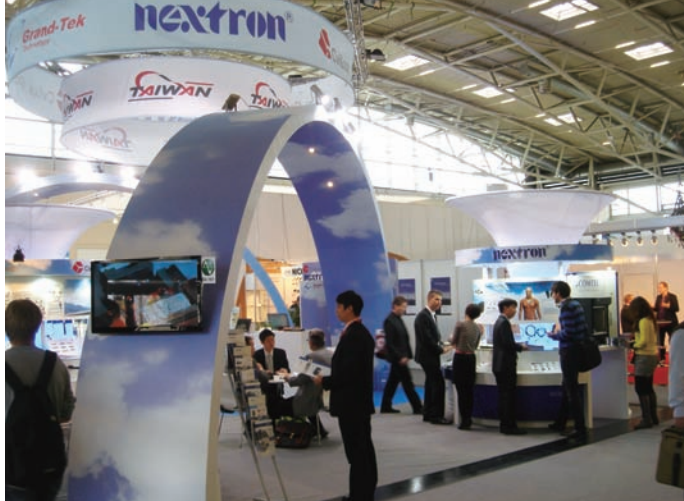
4. Promote lean production and management:

Nextronics actively promote lean production to improve small-volume, high-mixed production efficiency and profit; highly standardized components design, quick production line changeover process design, shorten delivery time and increase product mix flexibility to meet the diverse needs from the customers.



社會責任

- 一、維護股東權益，平等對待投資人：
公司營運財務業務資訊公開透明，保護及促進股東權益之行使。
董監事成員由產業、行銷、技術、財務及法律等專業人士組成，設置薪資報酬委員會並建構董事評鑑機制，提升董事會運作之績效。
- 二、重視員工權益及獎勵員工績效：
設立「員工意見信箱」及「勞資會議」，保障員工權益；訂定「性騷擾防治及申訴辦法」，建立兩性平等的工作環境。
每年依營運獲利提撥10%~12%作為員工分紅，並發行員工認股權憑證及優秀員工選拔制度，獎勵員工績效。
設立職工福利委員會，籌辦員工各項節慶及旅遊等福利活動。
- 三、設立吹哨者機制，推動企業廉政治理：
設置檢舉信箱供利害關係人檢舉公司內部人員不法行為，並由董事會指定專人負責處理檢舉事件。
- 四、提撥基金及舉辦活動，長期關懷弱勢：
依公司營運獲利提列社會責任基金，長期捐助社會弱勢團體或舉辦關懷活動。
- 五、重視環保及勞工安全議題：
重視環境保護、勞工安全及衛生，並取得OHSAS18001及ISO14001認證。
產品及製程禁止使用危害環境之物質，並推廣到供應鏈體系。
舉辦淨灘等環境保護活動，邀請董監事、員工及眷屬共同參與，提升環境保護意識及教育。



綜合評語



- 一、全球連接器產業重要產商之一，市場包括美國、新加坡、以色列、日本、中國大陸、瑞士等，有穩定、分散的外銷對象。
- 二、自創自有品牌，長期聚焦於醫療應用領域，與國際市場區分，聚焦利基市場，產品布局及市場區隔明確。
- 三、注重研發管理及專利之布局，核心技術掌握能力強，研發設計模組化，加速產品開發，並擴大產官學及上下游產業合作，共同開發新產品，領先台灣連接器同業技術。
- 四、重視員工福利與永續環境議題，每年舉辦回饋社會活動，並建立「社會責任基金」，全額補助同仁進修學位。



Corporate Social Responsibility

1. Maintain shareholders' rights and interests, equal of investors:
Company keeps information transparency in operating, financing, and business information transparency, protecting and promoting the exercise of shareholders' rights.
Members of directors and supervisors members are comprised of marketing, technical, financial and legal professionals. Setting salary and remuneration committee, evaluation mechanism to improve the operation performance of the Board of Directors.
2. Emphasize on the interests of employees and reward employee performance:
The establishment of "Employee Suggestion Mailbox" and "Labor-Management Conference" to protect the interests of employees; set "Sexual Harassment Prevention Measures and Appeals," to establish gender equal work environment. Allocate 10% to 12% yearly profit to employees as bonus, release employee stock options and outstanding staff selection system to reward employee performance.
Establish Employee Welfare Committee, organize the festival and tourism activities.
3. Establish Whistleblower Mechanism to promote honest corporate governance :
Set Report Mailbox for interested parties to report illegal activities within the company and designate personnel to handle the report events by social vulnerable groups.
4. Allocate funds and hold events for long-term care of the social vulnerable groups:
Allocate company profit for social responsible funds, long-term contributions to social vulnerable groups or organized care activities.
5. Pay attention to environmental protection and employee safety issues:
Attention to environmental protection, labor safety and health, and to obtain OHSAS18001 and ISO14001 certification. Prohibit product and process from using harmful substances to the environment, and extended to raw materials supply chains. Hold activities such as clean beaches and other environmental protection, inviting Board of Directors, supervisors, employees and their families to participate and enhance environmental awareness.

